

INDIANA COLLECTION

ALLEN COUNTY PUBLIC LIBRARY

3 1833 05353 131 2

GC
977.202
F77ELG,
1982

REFE

JAN 11 1982

ALLEN COUNTY
PUBLIC LIBRARY

General Electric News

JANUARY 8, 1982

FORT WAYNE, INDIANA

VOLUME 64, NO. 1

GE to invest \$1.9 million in new phone system in 1982

In 1982 GE will invest \$1.9 million in a new telecommunications system for its Fort Wayne plants.

"Since GE plans to keep doing business in Fort Wayne, the decision was made to buy the kind of modern telephone system needed to make our operations more productive," says Jim Brenock, Area Services manager of plant engineering, who is in charge of the project.

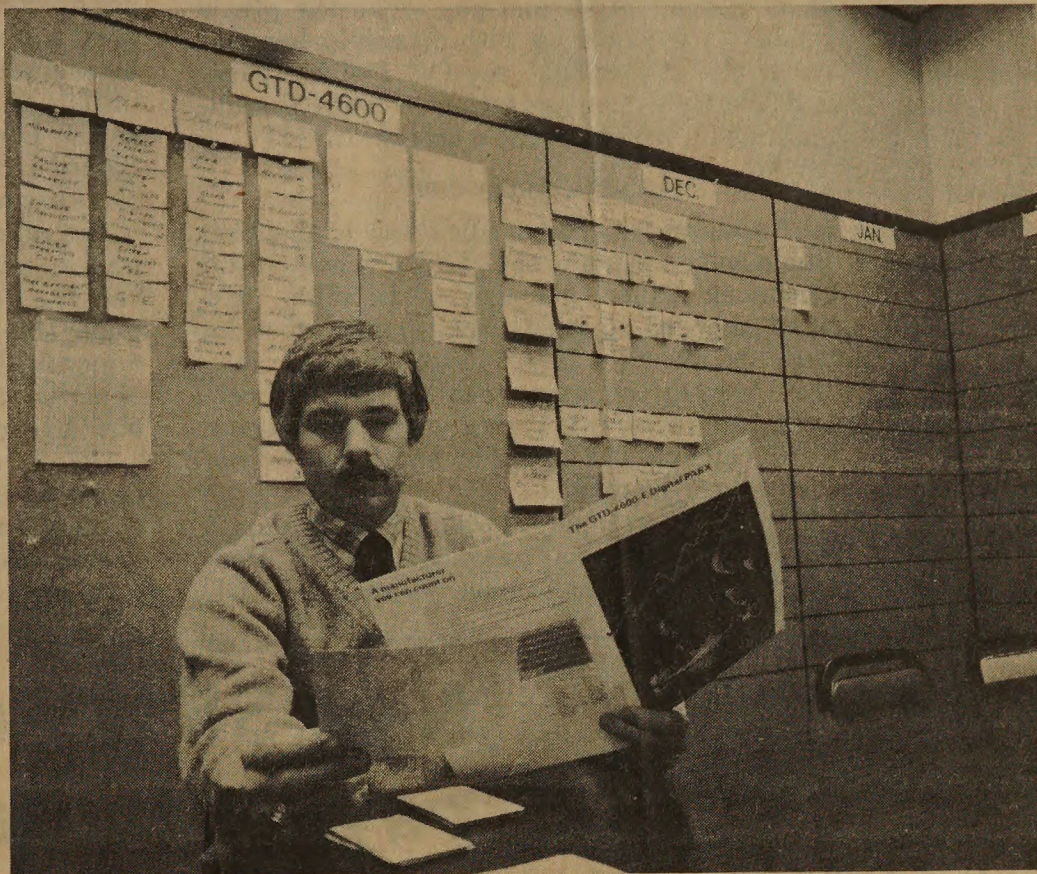
The existing telephone system was installed in 1925 — two years before Charles Lindberg flew non-stop across the Atlantic.

Existing system obsolete

"Our present phone system is simply technically obsolete," says Brenock. "Parts are nearly impossible to obtain. The quality of our telephone communications is deteriorating, and with the increased use of data communications, the load is becoming too great for the system to handle."

Planning to replace the electro-mechanical equipment, now leased from General Telephone (GTE), began a year ago. The goal is to have the new switching equipment and telephones in place and ready for use following the 1982 summer Shut-down.

Installation of the new electronic



Jim Brenock uses a room-sized planning board to map out the conversion to a new digital telephone system, which will cost \$1.9 million to install.

digital equipment will begin in February. It will be housed in an environmentally-controlled room in Building 20-2 next to the existing telephone equipment room.

"We expect to install the new

phones during the vacation Shut-down and switch to the new system at that time," says Brenock.

The GE telephone number and individual extensions will change when the switch is made.

Brenock notes that the new system will be only the second of its kind in Indiana. The first was installed at Purdue University in West Lafayette.

In spite of the high initial cost of the new system, it is expected to pay for itself in cost savings within five years.

Productivity benefits expected

Brenock said the new system will increase the productivity of those who use it, improve communications and help reduce the cost of long distance, Dial Comm and other phone expenses which have risen rapidly in recent years.

For instance, when employees encounter a busy signal on an inside phone, they can have the system call them back the moment the line is free. They can also tell the computer to save the last number they dialed so they can try again later without redialing the whole number.

Some other features of the new system that will help realize cost and efficiency improvements include:

- Direct dialing to in-plant extensions. This will allow outside callers to reach a station without going through an operator.

See \$1.9 MILLION, Page 4.

S&SP payouts on their way

Employees who invested in the Savings and Security Program in 1978 will soon receive their "payout" which was scheduled for mailing beginning Jan. 4.

Tentative mailing dates set by the Employee Savings Operation in Schenectady are: Jan. 4 — GE stock and cash from 1978 investments; Jan. 8 — U.S. Savings Bonds; and Jan. 11 — Statements of Account showing ownership of S&SP Mutual Fund units.

Because of U.S. mailing restrictions, U.S. Savings Bonds may come in more than one envelope.

The Tax Information Statement on this payout of 1978 investments will be on the way to participants near the end of January.

It's last year's distribution — January 1981 — that should be reported on the tax returns most people will be filing soon. For those who have misplaced the 1981 Tax Information Statement, this year's statement will include information on both 1981 and 1982 distributions.

Details on what the distribution means for Fort Wayne GE people will be in next week's GE News.

Changes to watch for in your 1982 paycheck

1-2-3-4: Pay

The Dec. 28 cost-of-living pay increase for hourly and nonexempt-salaried employees will show up not just in gross pay, but also in the form of higher Savings and Security Program contributions for participants, higher federal withholding taxes and slightly higher United Way contributions for those who give by the percentage method. Story on Page 4.

5: Social Security

Social Security taxes (FICA) increase to 6.7 percent on earnings up to \$32,400. The 1981 rate was 6.65 percent on earnings up to \$29,700. See story on Page 2.

6: Pension

Deductions for your pension will not begin again until you have earned \$9,000 this year. GE pays all contributions for the first \$9,000 of earnings.

7: Hourly LTDI

Long Term Disability Insurance rates for hourly participants with less than 14 years of service will change from 0.7 percent to 0.85 percent of normal straight-time weekly earnings because of sizable increases in LTDI payments. For hourly employees with 14 or more years of pension qualification service, the weekly contribution will be \$4.50 instead of \$3.50. Story on Page 2.

GENERAL ELECTRIC COMPANY		DETACH THIS STUB AND RETAIN AS YOUR PERSONAL RECORD OF EARNINGS AND DEDUCTIONS				NOT NEGOTIABLE		982302	
1 GROSS PAY		REGULAR HRS	PREM HRS	EARNINGS	NIGHT BONUS	2 FED. WHT. TAX	5 SOC. SEC. TAX	6 PENSION	7 DEP. INS.
DATE ISSUED	SOC. SEC. NO.	DIV. DEPT. LEX.	COST CENTER	SHIFT	PA. INS.	SAV. & SEC.	3	U.S. BONDS	CREDIT UNION
WEEK NO.	PAY NO.	NAME	UNION DUES	STR. BONUS	4	CHARITY	NET PAY		
SPECIAL PAYMENTS OR PAYROLL ADJUSTMENT		SPECIAL DEDUCTIONS		AMOUNT	SPECIAL DEDUCTIONS		AMOUNT		

So weekly deductions rise

Benefit payouts increase for hourly LTDI recipients

Metropolitan Life, the insurance company which underwrites GE's Long Term Disability Insurance Plan for hourly employees, has announced rate increases for this plan effective Jan. 1.

For hourly employees with less than 14 years of pension qualification service, pay deductions will increase to 0.85 percent of normal straight-time weekly earnings. The 1981 rate was 0.7 percent.

For those with 14 years or more of pension qualification service, the weekly contribution will be \$4.50 — up from \$3.50.

Based on use

The employee cost for this plan is based on its usage by hourly employees throughout the General Electric Company. The new rates were determined after analyzing recent experience and projecting expected experience for 1982. During the past year there has been a sizable increase in the average LTDI payment.

The 1979 change in the plan which allowed LTDI recipients to retain increases in payments from Social Security and a disability pension without any reduction in LTDI benefits has been a major factor in the higher payments made under this plan.

The Long Term Disability Insurance plan's purpose is to provide income to employees when they are disabled for such a long time that they use up the weekly sickness and accident benefits under the GE Insurance Plan. This usually means that LTDI benefits start about six months after the employee is disabled.

Payments under LTDI guarantee an income of 50 percent of normal pay when the plan's benefits are combined with disability benefits under Social Security, the GE Pension Plan, and Workers' Compensation — with a minimum LTDI benefit of \$50 a month.

Still good value

"As larger benefits are paid out to disabled employees through the LTDI plan," said Chauncey Miller, manager of benefits, "the rates charged to plan participants must increase to meet the plan's funding needs. However, even at the announced higher paycheck-deduction rates, this is still very valuable protection against the loss of income in the case of a long-term disability.

"Those who doubt this plan's value should ask people who have benefited recently from having the foresight to have enrolled in LTDI.

For some it has meant thousands of dollars of income.

"It's also worth noting that back in 1976 the employee deduction was much higher than it will be in 1982. It was 1.5 percent of earnings then — nearly twice the 1982 rate.

Salaried plan differs

GE's salaried employees — both those who are exempt and nonexempt under the government's wage-hour regulations — are covered by a similar but different plan with the same initials of LTDI. Their plan is officially known as the Long Term Disability Income Plan for Salaried Employees. There are several variations in provisions from the hourly plan.

The rate for the salaried employees' LTDI is unchanged in 1982. For each \$100 of monthly benefits for which the individual is eligible under this plan, the pay deduction will be \$1.20 a month. This rate is based on claim payment experience among salaried employees throughout the company.

Details on both these long-term disability plans are included in the benefits booklets distributed to all employees. If you have a specific question about these plans, see Gerry Carner, Ext. 3634, Building 18-1.

No increase in employee cost for Dependent Life Insurance

There will be no cost increase in 1982 for employees enrolled in either of the two Dependent Life Insurance plans. Payroll deductions will stay the same as they were in 1981.

Two options offered

The plans offer employees a choice of two options. Option 1 provides payment of \$5,000 in the event of the death of a spouse, and \$1,000 life-insurance coverage for each dependent child.

Option 2 gives \$10,000 coverage for a spouse, and \$2,000 insurance for each dependent child. This second option was one of the many improvements and additions to the GE job package announced in the summer of 1979. The option went into effect in January 1980.

Coverage for unmarried children under both plans is from 15 days after birth until age 19 or to age 23 if not employed full-time and principally dependent on the employee for support.

Under the plan for hourly and nonexempt-salaried employees, the rate for Option 1 will still be only 50 cents a week, while Option 2 stays at \$1 a week.

The payroll deduction cost to employees is established by the insurance carrier for these plans each Jan. 1. The rates are determined by analyzing recent experience under each plan as well as the projections for the future.

Under the exempt-salaried employees' plan the 1982 rate for Option 1 coverage will continue to be \$1 a month, and for Option 2 will be \$2 a month.

Many in plans

Here in Fort Wayne, 3,625 employees currently are enrolled in the Dependent Life Insurance plans. Of these, 644 have Option 1; and 2,981 have Option 2.

If you aren't enrolled and would like to enroll or if you would like to switch options, see Walt Nielsen, Ext. 2879, Building 18-1.

New SS tax rate to help pay up-to-date benefits

Beginning Jan. 1, 1982, the tax that provides Social Security benefits will go up for both companies and individuals. During 1981, Social Security benefits increased by 11.2 percent to help retirees and other recipients keep up with inflation.

Valuable benefit to many

Social Security benefits are valuable to those who receive them and affect the general economy as well.

Russell Hubbard, the GE employee benefits staff member who specializes in legislated benefits, points out that for an individual earning \$20,000 yearly, the 1982 tax increase will be \$10, for a total tax of \$1,340 in 1982.

In specifics, the 1981 tax of 6.65 percent on earnings up to \$29,700 will increase to a new rate of 6.7 percent on earnings up to \$32,400 in 1982. Companies pay an amount equal to the total paid by all employees.

Hubbard points out that the increase is one of a series of Social Security tax rate changes legislated in 1977, the last time major changes were made in the Social Security Law. The next tax rate increase is scheduled for Jan. 1, 1985.

In 1981 GE operations in Fort Wayne paid a total of more than \$6.6 million in Social Security taxes.

For corporate General Electric, the Social Security tax in 1982 is expected to be about \$435 million compared to the estimated \$390 million paid in 1981.

'In 1981, GE operations in Fort Wayne paid a total of more than \$6.6 million in Social Security taxes.'

For employees, the maximum possible Social Security tax in 1982 will be \$2,170.80 compared to the 1981 maximum of \$1,975.05. However, for most employees the tax will be less.

Hubbard points out that, despite the tax increase and the new higher earnings base on which it is paid, Social Security benefits represent good value for everyone, not just those on the receiving end.

Provides basic retirement income

He adds that Social Security is the basic source of retirement income for most older Americans, as well as the basic source of disability and survivor income and medical benefits (through Medicare). In 1980, for example, more than 35 million people (retired, disabled, survivors and dependents) received benefits totaling about \$160 billion helping them participate in the economy.

In addition to retirement income, Social Security provides survivor benefits for eligible dependents, Medicare, and disability income for those with required Social Security credits.

"When GE people retire today," Hubbard said, "Social Security forms the foundation on which GE pension and other retirement benefits can build."

November prices on S&SP investments

Here is the report on the average prices for GE Stock, Mutual Fund, and Holding Period Interest Fund used under the Savings and Security Program to credit participants' accounts in November.

The Long Term Interest Fund price for the last day of the month is also shown, as well as year-to-date annual income rates for both the HP and LT Funds.

Month	Stock Price	Mutual Fund Price	Holding Period Fund Price	YTD Annual Income Rate		Long Term Fund YTD Annual Income Rate	
				1980	1981	Price	Income Rate
November	56.906	28.419	10.00	11.0	13.2	9.42	14.7*

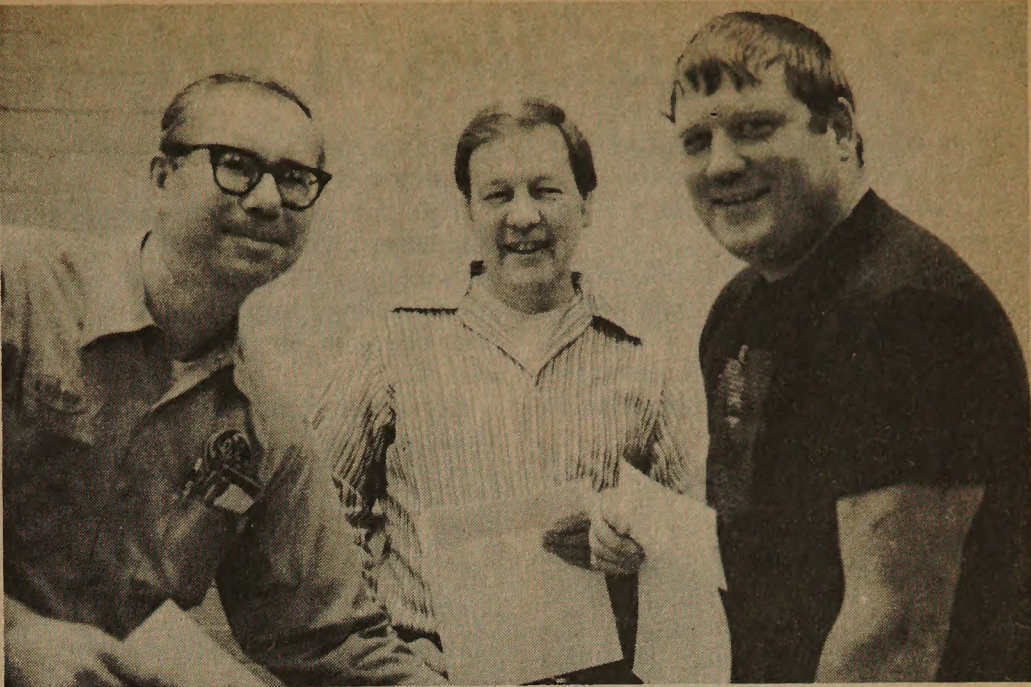
* At Nov. 30, 1981, the net current yield of the long term investment portion of the fund was 13.3%.

Alley Chat

By Connie Houser

League Wrap-Up

Monday Morning Ladies		Monday Nite Ladies		12/23/81		Friday Nite Taylor St.	
12/23/81		12/14/81		Ed Fischer (233)	628	12/11/81	
Maggie Hunter (205)	523	Wendy Thomson	571	Kirk Baker (225)	617	Bob Gick	225
Emma Peterson (191)	503	(235)		Mel Guillaume (217)	611	Barry Cohen	213
12/14/81		Vi Francies (188-195)	522	Buck Somers (236)	610	Don Leffers	211
Maggie Hunter	194	Bobbie Refeld	197-186	Jim O'Bryan	254	12/18/81	
GE Office League		Sally Miller	183	George Finkbeiner	215	Elmer Asbell	611
Don Neuhaus (244)	819	Dolly Evard	180	Tom Jones	214	(233-210)	
Jan Vanzant	235	12/21/81		Vern Doehrman	213	Jim Weiks, Jr. (233)	607
Jimmy Clark	231	Vi Francies	567	Bob Stute	213	Earl Menking (235)	601
Wayne Herrberg	226	(187-200-180)		Senior Citizens		Junior League	
John Hunnicutt	214	Shirley Bohner	526	(Thurs & Fri)		Dan Hauschild	230
Cal Mansfield	213	Sally Miller	205	Clara Lauer (192-190)	520	Kevin Ramsey	200
Roy Brokaw	213	Venus Fann	204	Mary E. Snyder	512	Bantam League	
Buck Somers	212	Pauline Hatfield	197	(180-180)		(9 yrs. old)	
12/14/81		Virginia Daugherty	188-187	Jo Garman (184)	503	Ricky Newsome	205
Wayne Herrberg (226)	626	Dlann Williams	185	Corine Whitridge	192	Clad Schaffer	189
Walt Rieger (240-216)	615	Wendy Thomson	182	Louise Roberts	187	Billy Remmert	175
Joe Nicolosi	615	Hermetic League		Florence Miller	186	His & Hers League	
(214-233)		12/15/81		Mae Dial	182	Shelley Weiks (180)	512
Skeets Lahrman	226	Louis Simmons (223)	606	Gertrude Snyder	182	Terri Kuntz (186)	505
Bob Stout	221	Dave Uncapher (226)	603	Kenny Bainbridge	661	Mary Weiks	188
Bob Lehman	220	Lynn Covey	220	Ralph Thomas (223)	616	Joan Sheets	186
Joe Taylor	216	Ted Winchester	216	Cecil Tarney	236	Kay Thomas	184
Jim Gabet	215-213	Carl Haugen	213	Apparatus League		Bill Sheets	235
John Hunnicutt	214	Ralph Thomas	212	John Hauenstein	243	Tim Gaskill	220
Carl Metker	212	Larry Hay	212	Charlie Shipman	225	Steve Thomas	214
Walt Hein	211	Larry Clements	210	Bob Schuelke	222	Jim Weiks, Jr.	214
12/21/81		12/22/81		Bonnell Clawson	213	Jeck & Jill League	
Jerry Koehl (219)	625	Frank Cochran (256)	622	Friday Nite Ladies		Rosie Ort	566
Gil Baker (210)	618	Jim Morris	227	12/11/81		Betty Sheets (209)	527
Steve Scherer	611	Merle Woll	226	Pattie Greer (217)	536	Merle Woll (219)	606
(215-211)		John Baughn	222	Jean Cook (187)	509	Adam & Eve League	
Ed Fischer (225)	602	Carl Melker	214	Mary Koontz (200)	504	Doris Gray (210-224)	588
Joe Nicolosi	226	Rich Covey	210	Bessie Shields (182)	502	Marge Campbell	565
Norm Pape	222-218	Wednesday Owl League		12/18/81		(200-189)	
Harold Baker	212	12/16/81		Gertie Jones (236)	529	Lois Coleman (182)	510
Tuesday Afternoon Ladies		John Rizzo	218	Bessie Shields	186	Elaine Hofacker (195)	502
12/15/81		Brent Cleveland	216	Pattie Greer	180	Jeri Strader	191
Freddie King (216)	538	Rick Slatton	216	Sunday Nite Mixers		Joan Crum	181
Carol Meads (199)	514	Ed Miller	210	Mary Kern (202)	525	Carl Draper (242-211)	611
Margot Castro	193	Dan Moeller	210	Connie York (210)	514	Bonnell Clawson	224
Martha Musselman	182	Terry Dorman	210	Bill Poole (218)	610	Kenny Rogers	212
12/22/81		Small Motor League		Dave York	209	Rick Kroemer	203
Louise Young	595	12/16/81					
(186-235)		Wayne Spratt (235)	603				
Naomi Reis (205-196)	529	Tim Gaskill	215				
Carol Meads (180)	510	Larry Franck	212-212				
Janie Fischer	180	John Thurber	211				



Suggestion award recipients at Area Services are, from left: Larry Stoppenhagen, Jerol Buckland and Wayne Colpetzer.

Area Services suggestion awards total \$500

Three employees at Area Services, received suggestion awards recently that totalled \$500.

Larry Stoppenhagen, a plumber, received an award of \$117.57 for his suggestion to install bucket traps in the Building 4-4 washer steam coils. This resulted in savings of energy and labor.

Jerol Buckland a machinist, suggested replacing the bearing insert on fume burner fans in the Wire Mill. He received a suggestion award of \$183.12.

Wayne Colpetzer, a stockkeeper, received an award of \$199. Wayne suggested a change in the type of argon cylinders used. His idea resulted in reduced down time and reduced cost of renting argon cylinders.

Gligor retires from GPM

Eleanor Gligor retired Jan. 1 with 44 years of service. Her final assignment was assembling Hirpin coils in armatures at GPM, Building 4-2.

In memory

Olive J. Elliott, 2204 Fillmore St., died Dec. 29. She worked in wedding armatures, Building 4-3, in Specialty Motor before retiring in 1959.

Estella M. Morrolf, Marritt Island, Fla., died Dec. 28. She was an inspector in Building 12-3 before her retirement in 1953.

Helen M. Welch, 2708 Hoagland Ave., died Dec. 28. Before retiring in 1965, she was a secretary in SMD, Building 7-2.

Harry C. Beaty, 3102 Holton Ave., died Dec. 26. He worked in GPM before retirement in 1957.

Vernon Sturm, 3311 Robinwood Drive, died Dec. 24. Before his retirement in 1953, he was a repair person in the FHP Motor Dept. at Winter Street.

August C. Herbst, 617 Florence, died Dec. 24. He worked in air conditioning before his retirement in 1952.

Harry J. Woodward, 1900 Randalia, died Dec. 23. He was a first class welder in STD, Building 26-4, before his retirement in 1966.

Dorothy E. Shively, Uniondale, died Dec. 20. She was a development winder in GPM, Taylor Street, before she retired in 1974.

Helen W. Feiertag, LaGrange, died Dec. 19. She worked at GPM, Taylor Street, before her retirement in 1967.

Joseph B. Howard, 2817 S. Barr Street, died Dec. 18. He worked at GPM, Taylor Street, before he retired in 1962.

Orval L. Reed, Decatur, died Dec. 13. He worked in inspection at GPM, Decatur, before his retirement in 1975.

Helen A. Kaminski, 5610 Noll Ave., died Dec. 13. Before her retirement in 1973, she was a welder in GPM-14, Taylor Street.

Mary E. Ruesewald, 2102 Brooklyn Ave., died Dec. 11. She was a control point clerk in GPM, Taylor Street, before she retired in 1978.

Horace L. Franklin, 1241 Wall Street, died Dec. 11. Before his retirement in 1963, he was a crane and elevator repairman in SMD, Building 8-1.

Marjorie E. Trammel, Syracuse, died Dec. 2. She worked in GPM before her 1964 retirement.

John S. Lewis, 2905 S. Webster St., died Dec. 1. He was a bench machinist in HMD, Building 17-2, before his retirement in 1970.

ADLETS

RIDE WANTED

NORTH WHITE SWAN AREA TO TAYLOR STREET, days. 489-5340.

FOR SALE

'73 PONTIAC GRANVILLE, runs good, \$700; oak twin beds, exc., \$100; toaster oven, like new, \$20. 1-824-3174.

'71 VW, new tires, exhaust, brakes, \$700, aft. 6 p.m. 744-3469.

ELECTRIC STOVE, avoc.; washer; dryer; spare refrig.; misc. 432-2646.

17" P MERCURY PROP., stainless stl, used 3 hrs., new-\$235, sell-\$175. 745-1645.

'79 THUNDERBIRD, loaded, 50,000 miles, \$3,500. 672-3023.

SNOWMOBILE SUIT, teen size 14; boots, sz. 4. 493-1431.

INSIDE WOOD DOORS, 7, varied sizes, plain panel, ex. cond., \$7.50 each. 484-9447.

MOVING - 9 pc. Bassett dining rm suite, pecan, contemp., 4 yrs. old, ex. cond., \$900. 747-3946.

LOTS in Covington Gardens, 4, \$225 per space. 747-9427.

BUMPER POOL TABLE by Halter, slate; 15' Glastron fish & ski boat & all equip. 747-0241.

MANUAL TYPEWRITER, exc., \$50; fg skates, boys & girls, szs. 4-10, \$5/pr. 747-3871.

24" BOY'S 10 SPEED BICYCLE, \$65; stereo record player, \$45. 747-4752.

B&H SUPER 8 MOVIE CAMERA, elec. eye & zoom, film 40 to 160, \$75. 432-2237.

'72 NORTON 750 CC ENGINE, newly rebuilt, reasonable. 484-3634.

TABLE, 42"x60" plus lf., 8 gold chairs; sofa; dishwasher. 493-2741.

LADY'S WINTER COAT, quality, sz. 12, fur collar, \$50. 483-3726.

CERAMIC GAS FIREPLACE LOGS, 4, plus 20" burner tube, like new. 485-8866.

'75 LARK MOTOR HOME, 25', mint cond., roof air, self-cont., \$15,000. 672-2155.

SOFA SLEEPER, qn sz, gold & bwn plaid. 637-5266.

ICE SKATES, boy's sz. 3, \$8. 456-4170.

'64 CHRYSLER, runs, \$125; golf clubs: 9 irons, 4 woods, 6 Ken Smith wd, 2 putters. 747-6503.

HOCKEY SKATES: sz. 6, gently used; sz. 9, new. 432-3794.

DISHWASHER, harvest gld, cutting board top, \$225. 744-1026.

OIL STOVE, 40,000 BTUs w-sm oil tank, blower, \$45, aft 5 p.m. 749-0836.

BRASS PLATED HEADBOARD for dbl bed, \$20, aft. 5 p.m. 422-4145.

6 YR. CRIB & MATTRESS; dressing table, both good cond. 432-6150.

'72 FORD SERVICE MANUALS, 5 vols., \$8. 483-8817.

'74 DUSTER, gld, 318, auto, pwr, disc brakes, low miles, \$1,200. 422-7723.

ELECTRIC WALL LIGHT, 5 candles; '71 Pontiac, 47,500 miles. 485-0102.

OIL FURNACE & DUCT WORK, 120,000 BTU, w-300 gal. tank, 4 yrs. old, ex. cond. 625-4920.

WANTED

USED MECHANIC'S CHEST & roller cabinet. 485-8661.

H0 GAUGE 1920-30, NYC, Hartford Line Sleep-er Cars, Ltd. 447-1637.

'76 HONDA CIVIC ENGINE. 672-3781.

SERVICE

EXPERIENCED BABYSITTER, So. Wayne school dist., refs., 2 yrs. and older. 456-2481.

FOR RENT

SMALL COTTAGE, 4 rms & bath, gas hot water heat, refs., dep., aft. 4 p.m. 456-5144.

1 BDRM APT., near Luth. Hosp., cable TV, laundry. 745-2907.

*ADLETS

GE NEWS BLDG. 18-3
NO ADS TAKEN BY PHONE

INDICATE TYPE OF AD HERE:

- | | |
|-------------------------------------|---|
| <input type="checkbox"/> For Sale * | <input type="checkbox"/> Ride Wanted |
| <input type="checkbox"/> Wanted | <input type="checkbox"/> Riders Wanted |
| <input type="checkbox"/> For Rent * | <input type="checkbox"/> Lost |
| <input type="checkbox"/> Free | <input type="checkbox"/> Found <input type="checkbox"/> Service |

(PLEASE PRINT NEATLY)

Ads must be received only on this form by noon Monday for publication Friday. You may submit only one adlet per issue of the GE News. No more than 40 letters per Adlet, please. Print phone number only on line indicated below. Property advertised must be available without regard to race, creed, national origin or sex.

Name _____

Address _____ City _____

Home Phone _____ Bldg. _____

* The item(s) referred to in this ad are in no way connected with any business venture.

Signature _____

Pay in spotlight this month for GE people

Two important pay events occurred last week which boost the earnings potential of this plant's employees.

On Dec. 28 there was another cost-of-living adjustment in both hourly and nonexempt-salaried rates; on Jan. 1 the exempt salary structure moved up for all exempt-salaried position levels.

\$4,500 more in earnings

The latest cost-of-living increase added 26 cents to hourly pay rates and \$10.40 to nonexempt-salaried weekly rates. This raises to \$2.195 the total hourly increases over the past 2½ years. On an annual basis,

this amounts to about \$4,500 additional gross earnings.

The cost-of-living increase first appeared Dec. 31 in paychecks for nonexempt-salaried employees. Most hourly employees will notice the changes in paychecks issued Jan. 20.

For union-represented employees, these pay increases are a result of a three-year agreement negotiated by the company and the union in July 1979. Since then, pay increases have been made on six separate occasions.

Average pay up 31.5 percent

The average hourly rate of pay at

this plant is now \$9.57. This is 31.5 percent higher than in June 1979.

Exempt structure change

The change in the exempt-salary structure assigns higher dollar values to jobs. Managers use these higher values in their salary planning for individual employees.

Thus, while a structure change doesn't result in automatic increases for exempt employees, it can affect the size of the salary increase received by individuals.

Exempt employees received specific information about the structure change several weeks ago. They were told exactly how the change

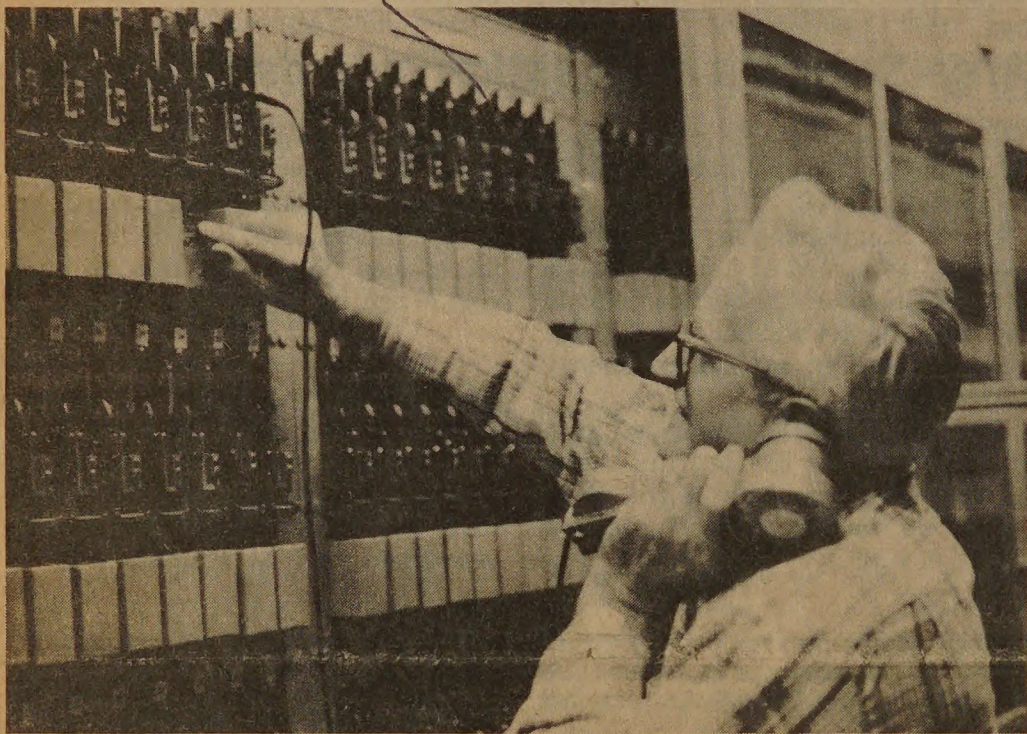
would affect the values of their position levels.

Combination of pay, benefits

Tom Callant, manager of compensation, said the new pay rates and the exempt structure change will help keep GE "strongly competitive" in the employment market.

"A key objective of General Electric," he emphasized, "is to offer a combination of pay, benefits, and interesting work opportunities which attracts and retains the kinds of talents needed in this business."

"These recent pay actions reflect pay trends in the different labor markets from which we recruit employees."



Dick Dental makes a quick repair on the 1925 telephone equipment.

\$1.9 million

Continued from Page 1.

- Transferring calls to other in-plant phones without the assistance of an operator. This will reduce the need for outside callers to redial the GE number and have the operator connect them to another extension.

- Automatic forwarding of calls to a predetermined extension. This will improve employee productivity and result in a higher percentage of completed calls.

- Periodic reporting to managers of calls made, time of day and duration of calls so they can take appropriate action to control costs in their areas. The purpose of this feature is to help reduce long-distance and Dial Comm costs where possible. These costs alone total over \$1 million a year for Fort Wayne GE operations and are escalating rapidly.

"To take advantage of all these benefits will require training," notes Brenock. "The change will require

all of us to learn to use a new phone system. We will do all we can to provide the information and training needed during the transition, but it will take a little time and patience to get used to the new system.

"As with any new complex computer system, some startup problems may occur. However, we are designing and testing the system to minimize the risk of downtime."

Consider change when ordering

Brenock also said employees who order stationery, business cards and other printed materials with their business telephone number on them should take the planned change to new phone numbers into consideration when placing orders.

"We expect the new system to help make our Fort Wayne GE operations more competitive through improved efficiencies and long-term cost savings," Brenock concludes.

Discount tickets available for U.S. Figure Skating Tour

GE employees can purchase tickets at a discount for the U.S. Figure Skating Tour when it comes to Fort Wayne Feb. 2.

Twenty-five U.S. figure skating champions will appear at the Memorial Coliseum Tuesday, Feb. 2, at 8 p.m.

Fort Wayne is one of two cities in which the special tour will appear following the championship competition in Indianapolis in January. Some of that competition will be

seen nationally on ABC-TV.

A similar exhibition attracted a sellout crowd of 8,000 in 1980.

Tickets are priced at \$10 for the lower arena and \$9 for the upper arena, but General Electric employees may obtain a \$2 discount on each ticket by using the discount coupon below.

The coupon may be mailed to Skating, Box 5157, Fort Wayne, IN 46895. A stamped envelope for quick return should be enclosed.

GE Figure Skating Discount Coupon

Name _____ Address _____

_____ City _____ State _____ Zip _____

Phone _____

Number of tickets _____ Discount Price _____

Amount enclosed _____

Make remittances payable to Doorway Promotions.

Precautions urged as result of battery thefts

Because of a few battery thefts from employee vehicles parked in GE lots, plant protection is urging drivers to mark their batteries for permanent identification.

Plant protection believes that at least one stolen battery could have

been recovered had it been properly identified with the employee's name or Social Security number.

Notify guards

Also, employees are urged to notify plant protection personnel and city police in case of such thefts.

Employee Store Specials

Class 'E' Coffeemaker	
DCM10E	\$17.99
Less mail-in rebate	4.00
Net Cost	\$13.99



**GE COFFEEMATIC®
10 CUP DRIP
COFFEEMAKER (DCM 10)**

- Brews 2 to 10 (5 oz.) cups
- Automatic Keeps-Warm unit. Uses disposable paper filters.



GE STAND MIXER (M46)

- Select 12 indicated speeds or any speed in between. Power Head can be used as a portable mixer. Motor adjusts to varying mixing loads. Two stainless steel mixing bowls.

New Close Out

M46 Regularly	\$46.97
Now	\$34.99

Mail, Inc.
1050 S. Anthony Blvd.
Fort Wayne, IN 46803

Address correction requested

(For quickest response, please mail all non-intracompany address changes directly to Mail, Inc. at the address printed above. Be sure to include both your old and new addresses indicating zip codes for each.)

BULK RATE
U.S. POSTAGE
PAID
FORT WAYNE, IN
Permit No. 40

20894 NI WAYNE IN
SEC 900 WEBSTER ST
ORDER DIV-PERIODICAL
PUBLIC LIBRARY

PERIODICALS
RECEIVED

General Electric News

JANUARY 15, 1982

FORT WAYNE, INDIANA

VOLUME 64, NO. 2

\$220,000 invested in wire EDM

New AMO machine works at 'cutting edge' of technology

At the Advanced Manufacturing Operation, the "cutting edge" of modern technology is an electrically charged wire that carves intricate die parts out of steel and even harder tungsten carbide.

The new Wire EDM Machine cost over \$220,000 to install. But, as Don Alcott says, "it works around the clock and sometimes unattended on third shift and weekends to help keep AMO/MTO competitive with tool and die shops that are after the same job orders."

Alcott, specialist in processes and equipment, explains that EDM stands for electrical discharge machining. Instead of sawing, milling and grinding to produce dies for GE product departments and other customers, this new machine does it all with a thin, glowing wire.

It works something like a band saw. The wire is threaded through a starter hole in the metal to be machined. As it cuts shapes out of the metal block, its path is guided by a computer programmed by AMO programmers.

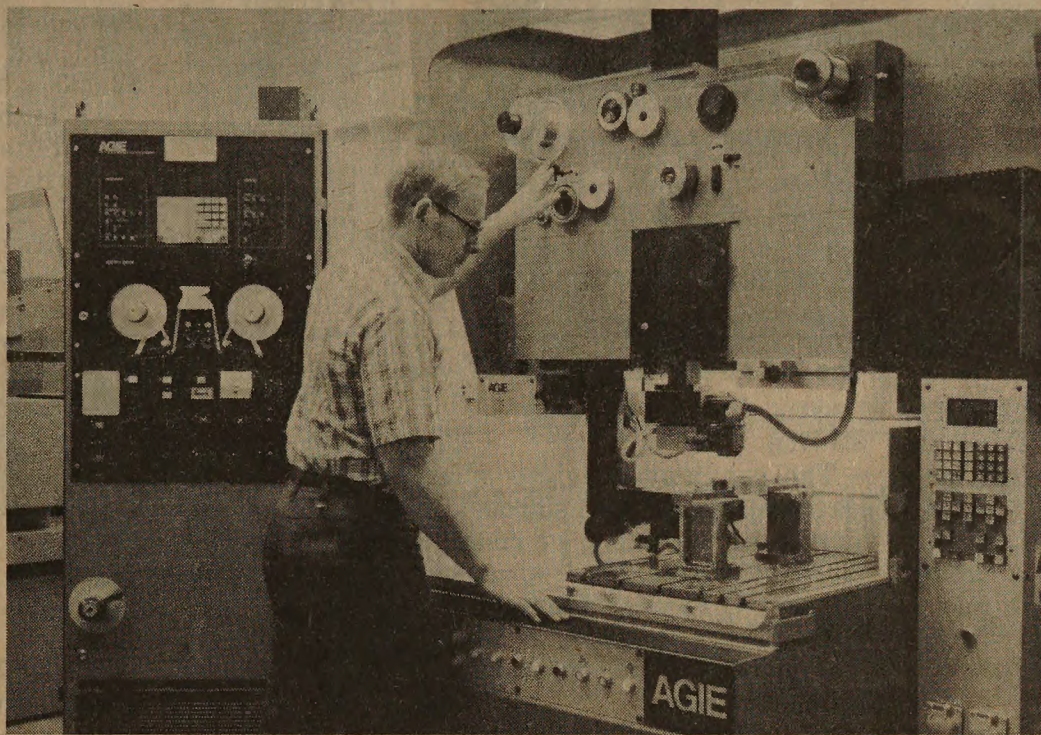
The new machine is the second of its kind to be placed into operation at AMO in the past year and a half. The first is smaller and cost about \$155,000.

Competitors have them, too

"Some of our competitors were buying these machines," notes Alcott. "We felt the investment was necessary to help us remain competitive in some areas."

The new machines earn their keep in many ways:

- They allow one operator to run two machines.



Using Advanced Manufacturing Operation's new \$220,000 Wire EDM Machine, Lloyd Brenneke cuts a die for making motor endshields. This investment has helped AMO attract business it might not be able to obtain otherwise.

- They machine parts that would be nearly impossible to make by conventional methods.
- They can be programmed to keep working during offshift hours and weekends.

Investment means jobs

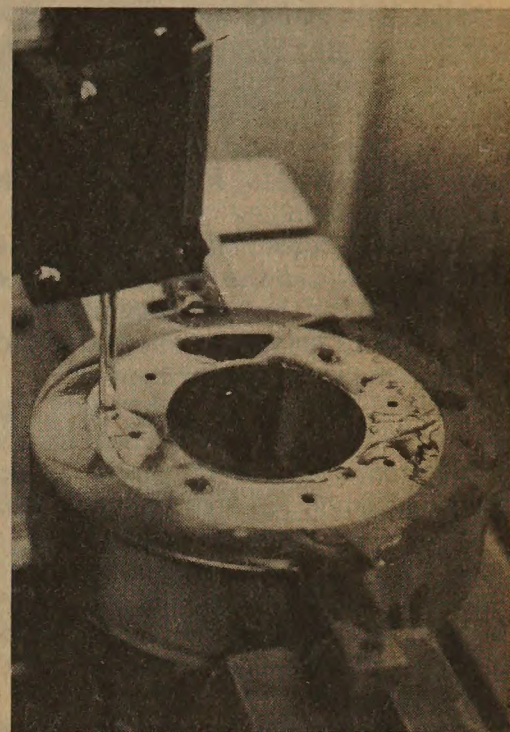
"These machines can mean the difference between getting a job order and not getting it," points out day-shift operator Lloyd Brenneke. "These machines have shortened our delivery times on some parts. That's allowed us to compete for jobs we couldn't get before."

For instance, one part would have required cutting a piece of steel into

three separate pieces, designing and machining each of them, then putting them all back together and hoping they would line up perfectly.

Using the EDM machine, the AMO team of designer, programmer and operator were able to do the part from one design and one piece of steel in about 24 hours instead of about 80, and with a higher assurance of quality.

"We try to schedule parts that will take a long time to cut so that the second shift operator (Cody Falk) starts to run them just before midnight. They can run all night unattended until the day shift operator comes in," says Supervisor Harold



A stream of water cools the wire EDM as it cuts through a die. There is a small spark at the cutting edge.

Lehman.

Brenneke considers the job of keeping the computer-controlled machines turning out high-quality parts a challenging one.

Operator likes job

"Before I took this job, I had 20 years in the toolroom and experience in using seven or more machines. Still, it took a long time to learn this job. I like it."

"The computer does exactly what you tell it to do, so you have to be careful. One little mistake and you might have to scrap the whole part."

See CUTTING EDGE, Page 4.



Cold, snow freeze motor production

Gene Guss, supervisor of budgets and audits for group finance, arrived at work Monday bundled up for sub-zero temperatures, high winds and drifting snow that caused GE motor businesses to cancel production for the day.

Most production employees affected by the work cancellation were eligible to use vacation or personal days to prevent loss of income for the day.

GPM to reduce salaried positions due to impact of recession

General Purpose Motor Department announced this week that it is reducing salaried employment levels by about 5 percent to adjust to a continuing business downturn.

"Forecasts indicate our physical volume for the first half of 1982 will be less than that produced in either the first or second half of 1981.

"If we do not adjust our manpower level accordingly, we will compromise our ability to compete in the motor business, possibly costing more jobs in the long run," General Manager Jim Meehan stated in a letter sent last week to GPM salaried employees.

To the extent possible, reductions will be accomplished by not replac-

ing employees who are retiring or transferring from the department. But a total of about 20 persons in the department's Fort Wayne, Decatur and Linton operations are expected to be placed on lack-of-work status.

"We intend to make every effort to find suitable placement opportunities for persons placed on lack-of-work status," said Meehan.

He cited the current economic recession as the cause of the downturn. He noted that negative economic growth in the economy is expected to continue through the first half of 1982 and that GPM tends to lag the ups and downs of the general economy.

IRA — What's in it for you?

GE employees eligible for external, tax-saving retirement fund

"General Electric employees can now set up their own Individual Retirement Accounts (IRAs)," says Chauncey Miller, manager of benefits.

In the following story, Miller responds to employee questions about the new IRAs, their value and relationship to company benefit plans.

Q: How did the opportunity to set up an Individual Retirement Account come about?

MILLER: Before Jan. 1, 1982, the legislation which originally established IRAs prevented employees from having their own IRA if they participated in their company pension plan or such plans as Savings and Security Program, Savings and Stock Bonus Plan, or Employee Stock Ownership Plan.

Now provisions of the Economic Recovery Tax Act of 1981 open the door for GE people to take advantage of this opportunity to set up an "extra" fund for retirement and to reduce current income taxes at the same time.

While GE is not establishing a company plan for employees to use in setting up their IRAs, it is important for all GE people to have information on this new opportunity, says Burns.

IRAs are available because of government legislation, and are offered already by a broad range of financial institutions. There are many investment choices that allow individuals to pick the degree of growth and risk desired for their retirement savings.

The new legislation permits any employee to make contributions of up to \$2,000 per year to an IRA and to take a tax deduction for those contributions starting with the 1982 tax year, for which tax returns are due April 15, 1983.

Q: Are contributions to GE pension or S&SP eligible for tax deduction under IRA legislation?

MILLER: They can't be.

The new law provides that only contributions to plans in which contributions are 'voluntary' are eligible for tax deduction as contributions to

The IRA ad blitz is on in Fort Wayne.

an IRA.

The company provides a large share for our pension benefit and matches by 50 percent the first 6 or 7 percent of contributions to S&SP. Because of this, the law considers contributions to the GE Pension Plan and the first 6 or 7 percent of contributions to S&SP as 'mandatory.' Therefore, they are not eligible for tax deductible IRA treatment.

The additional unmatched payroll deduction savings under S&SP — 1, 2 or 3 percent of earnings — while "voluntary," are not eligible for tax deduction. This is because of the potential for distribution after the holding period and the liberal opportunity for withdrawal.

Under an IRA, funds are more restricted and cannot be withdrawn before age 59½ without incurring a 10 percent penalty.

Q: How do IRAs work?

MILLER: An IRA is an additional personal re-

tirement plan that an individual may open through organizations such as a financial institution, insurance company, or brokerage firm.

IRA investments include passbook savings accounts, annuities, mutual funds, money market funds, and so on.

IRA "rollover" provisions allow transfer of funds from one type of IRA investment to another, or, under certain circumstances, from one plan to another.

Contributions to an IRA are limited to a maximum of \$2,000 of earned income each year. If husband and wife both work, each can contribute \$2,000 to an IRA.

An individual with a non-working spouse can contribute \$2,250 to a combined IRA.

The contribution is tax deductible for the individual, and earnings accumulate tax-free until withdrawn. However, the earliest you can receive retirement income from an IRA without a 10 percent tax penalty is age 59½.

Right now employees all over the country are hearing of many opportunities to set up IRAs. Banks, insurance companies and investment institutions are advertising heavily. There is a great deal of information available, and GE people should study it carefully before investing.

Q: How about the comparative value of saving in S&SP or in an IRA?

MILLER: Each person's tax situation is different. However, in most cases the 50 percent company matching payment will be more valuable than the tax savings in an IRA.

He added, however, that employees who are investing the additional unmatched savings of 1, 2 or 3 percent under S&SP may want to consider putting these unmatched savings in an IRA for the tax savings if they do not expect to need the funds until age 59½.

Still others may want to take full advantage of both S&SP and IRA, since the additional unmatched S&SP savings can be left in a Retirement Option Account to grow tax-free until retirement.

Part of GE diversity in Fort Wayne

GEICES helps businesses improve productivity, product quality

When a sophisticated computer system goes down, it can paralyze a business.

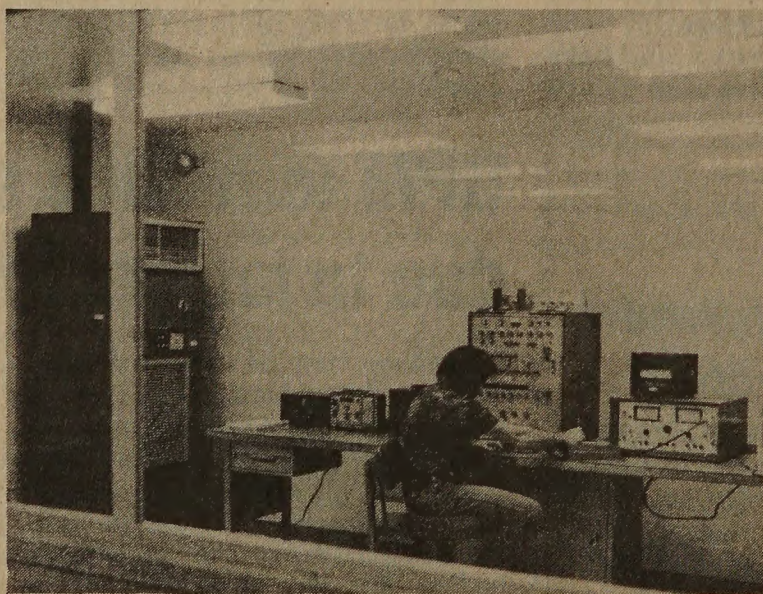
When a vital piece of test equipment no longer measures to precise tolerances, product quality suffers.

Those are just two reasons why manufacturers like GE in Fort Wayne turn to the GE Instrumentation & Communication Equipment Service shop located in Industrial Park off Coliseum Blvd. West. GEICES is one of a number of GE's diversified businesses with operations in Fort Wayne.

Newest in GE

"GE operations in Fort Wayne, taken as a whole, represent our biggest service customer," says Tom Bush manager of the GEICES shop, the newest, most up-to-date of GE's 41 shops in the U.S. "We also serve Lincoln National Life, Dana, International Harvester, Essex and Fort Wayne Community Schools."

GEICES performs a wide range of services for its customers, from instrument repair and calibration to thermographic surveys, from data



Robin Borkin operates specialized equipment in an environmentally controlled standards room. The equipment allows GEICES to recalibrate customer instruments with standards traceable to the National Bureau of Standards.

communications service to quick instrument rental and equipment leasing and sales.

The shop has repaired and calibrated surge testers, turn counters, spectrum analyzers, oscilloscopes

and other equipment for GE product departments.

"We try to minimize customer down time," says Bush. "If repairs are lengthy, we can rent customers the equipment they need until re-



Tom Bush (left), manager of GEICES, discusses a circuit breaker problem in Building 17 with quality control engineer **Ed Evans** of HMO and Area Services electrician **Jerry Benson**.

pairs are made. Businesses with their own trained technicians often can save money by renting specialized test and calibration equipment from us."

See GEICES, Page 4.

Cutting Dial Comm calls by 1 minute could save \$125,000 a year here

Company-wide statistics show that the average Dial Comm call is six minutes long. "If this average is reduced to five minutes or less," says George Lambroff, in charge of telecommunication here in Fort Wayne, "it is estimated that Fort Wayne GE operations could save \$125,000 each year."

To accomplish this, Lambroff suggests efforts by individuals which can help save Dial Comm costs:

- If you are in the habit of working up to the point of your call with personal discussion, a lot of time and cost can be saved by getting to essentials right away.

- When you leave your desk, let someone know where you are. If

someone calls, the phone bill continues to mount while someone searches for you.

- Plan what you want to say before calling, or jot down on a piece of paper the points you want to cover. This can save time and help eliminate later calls.

There are plenty of other ways to hold down Dial Comm costs, explains Lambroff. "And those costs are a major part of corporate GE's phone bill which, according to present estimates, will climb by \$35 million in 1981. This is just as a result of increased phone rates, if nothing is done to contain Dial Comm use."

In Fort Wayne alone, Dial Comm costs average about \$90,000 per month.

Social Security now applies to sick pay

Changes in the Social Security law that went into effect Jan. 1 call for Social Security tax to be deducted from all short term disability payments such as those paid under GE benefit plans. Also, that pay is to be included as covered Social Security earnings.

As a result, those receiving Weekly Sickness and Accident payments under the GE Insurance Plan, or other short-term disability payments, will note that the 1982 Social Security tax of 6.7 percent is deducted.

As with other Social Security deductions, General Electric will pay a matching tax to Social Security for these deductions.

Benefits specialists emphasize that the new law did not increase the Social Security tax rate or maximum tax for the year. By making sick pay subject to the tax, the government aims to help improve the Social Security system's financial soundness.



40 years

Violet Klopfenstein and **Raymond Duff**, STD, Building 27, have attained 40 years of service with GE.

In memory

Clarence Williams, Sr., 721 Eckart St., died Jan. 2. He was a die caster for GPM prior to retiring in 1976.

Raymond E. Stanger, 1819 Purdue Dr., died Dec. 31. He was a lathe operator at Winter Street GPM before he retired in 1978.

Maurice Cook, 219 Putnam, died Dec. 24. He was an inspector at HMO, Building 17, before his retirement in 1969.



Effective speakers

Dwight Mosley (front, left) employee relations specialist at MTO, was chosen best speaker in the Effective Presentation class competition last month. Presenting the trophy is **Pat Mannion**, one of three contest judges. Standing from left are: **Roger Grosso**, instructor; **Judy Miles** and **Dennis McMaken**, speech contest finalists; **John Peirce**, winner of the best written paper contest; **Robin Aaron**, speech finalist; and **George Dykhuizen**, instructor.

GE employees move to new jobs using Promotional Opportunities Program

Fifteen salaried positions posted in the Promotional Opportunities Program (POP) were filled in recent weeks at Fort Wayne GE locations.

POP covers all nonexempt and exempt job openings through Level 9. Job openings are posted twice each week — Tuesdays at 11 a.m. and Fridays at 11 a.m.

Postings that go up on Tuesday are removed on Friday. Self-nomination resumes for those jobs must be in the pick-up boxes by 9 a.m. on that Friday.

Postings that go up on Friday are removed the following Tuesday. Resumes must be in the pick-up boxes by 9 a.m. on those Tuesdays.

Self-nomination forms for POP openings are available from supervisors and in employee relations offices.

Persons who moved to new assignments in recent weeks are as follows:

Bill Freiburger, supervisor of measurement lab and model shop,

SMD, Job No. 81-135; Jack Cussen, product engineer, GPM, 81-148; **Vondell Stewart**, systogrammer, MBG Finance, 81-152;

Bill Gould, systems designer, MBG Finance, 81-154; **William Murray**, specialist-master scheduling, STD, 81-155; **Blake Woolhiser**, specialist-techniques, MBG Finance, 81-156;

David Nuttle, designer-DC motors, GPM, 81-162; **Eleen Fogel**, requisition processing clerk, GPM, 81-164; **Pauline Hawkins**, general clerk-materials, GPM, 81-165;

Larry Bauman, specialist-time standards and audits, GPM, 81-167; **Cynthia Reed**, keypunch-file maintenance, GPM, 81-169; **David Homan**, supervisor-shop resources, Computer Power Supply, 81-170;

Jan Bodkin, keypunch operator, GPM, 81-171; **James Hawthorne**, foreman-plant facilities, GPM, 81-172; **Barb Franke**, insurance claim approver, MBG Finance, 81-174.

ADLETS

RIDERS WANTED

ARRETT TO BDWY or I&M Bldg., 1st shift. 1-281-2983.

RIDE WANTED

UBURN (I-69 Exit) TO TAYLOR ST., 1st shift, call aft. 4 p.m. 1-925-4054.

FOR SALE

EW NOBBSON COAT, sz. 10, plum, \$50, orig. \$175. 749-1816.

4 CHEV. VAN, half ton, 350, 4 bbl, air, AM/FM, cheap. 622-7474.

ELECTRIC STOVE, 30", \$50. 749-2172.

SEASONED FIREWOOD, Wisc. wht birch, \$50 del. 639-3768.

JUMPER POOL TABLE, 3/4" slate, like new, by Halter; 15' Glastron fish & ski boat. 747-0241.

BT by Southgate, all improvements, approx. 50'x150', \$1,500. 747-3557.

RES, 2, ex. wide, L6x14 on chrome rims, good cond., \$60. 432-2237.

1 TORO MOWER, 21", pwr drive, needs repair, \$75. 745-7827.

LADY'S SNOWMOBILE SUIT, sz. small, new, \$25. 484-4073.

MEN'S SPORT SHIRTS, 12, sz. medium. 745-1630.

WANTED

HUMIDIFIER. 446-4462.

EXERCISE BICYCLE. 489-5274.

OXYACETYLENE WELDING OUTFIT. 745-2907.

HOCKEY SKATES, men's sz. 8. 432-3794.

SERVICE

BABYSIT, days, 1 blk from Lutheran Hosp., any age. 745-2764.

HOUSECLEANING, \$20/job, general cleaning, experienced, references. 747-5531.

FOR RENT

FURNISHED UPPER APARTMENT, near Bdwy GE, util pd, \$180/mo. 747-3557.

3 ROOM FURN. APT., bath w-vanity, util pd, NW location. 426-0093.

2 BDRM APT., ex. cond., SE, stove, refrig., carpet, \$225/mo. 432-1182.

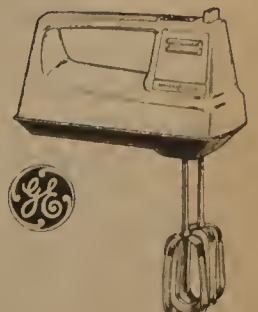
Class 'E' Specials

GE ELECTRIC CAN OPENER (EC32)



- "Hands Free" operation. Automatic shut-off. "Easy Clean" cutter and pierce lever assembly. Magnetic lid holder.

GE 3 SPEED MIXER (M24)



- 3 speed fingertip control. Beater clips for storing beaters fastened to mixer. Up front beater ejector, balanced handle.

Your choice	\$9.99
Less Mail-in rebate	2.00
Net cost	\$7.99

Your Employee Store
1030 Swinney

Recent GE pay hikes add \$4,580 to annual pay rates

GE NEWS: The Dec. 28 increase in the pay rates for hourly and non-exempt employees was the sixth in the last 2½ years. What has been the total effect of these pay raises on paychecks?

CALLANT: Since July 2, 1979, general and cost-of-living pay increases have boosted hourly pay by \$2.195 per hour and nonexempt pay by \$87.80 per week. This translates into an annual gain in earnings of over \$4,500 assuming an employee is paid for 40 hours per week, 52 weeks per year.

All things being equal, employees will make over \$4,500 more this year than they did before the current contract period began. And that's in pay alone. The other part of the compensation picture at GE is benefits, which have increased a great deal, too.

GE NEWS: How have these pay increases helped employees keep pace with the cost of living?

CALLANT: The cost-of-living increases in the 1979-82 contract period have amounted to \$1.37 per hour as a result of improved cost-of-living adjustments negotiated with the unions. That represents about \$2,870 in annual earnings.

But that is not the whole story. Many of our GE benefits rise in value automatically with each increase in pay. And these benefits protect people in some areas in which costs have risen most rapidly, such as medical and dental expenses.

GE NEWS: How do these benefits protect employees from the effects of high inflation?

CALLANT: First of all, most of

our GE benefits come to us tax-free. Another reason is that the company bears the increased cost of many of our benefit plans, such as our medical insurance plan, the improved dependent medical plan, the pension plan and the new Dental Assistance Plan.

Together, cost-of-living increases, general increases and benefit plan improvements have helped GE employees keep up with the cost of living.

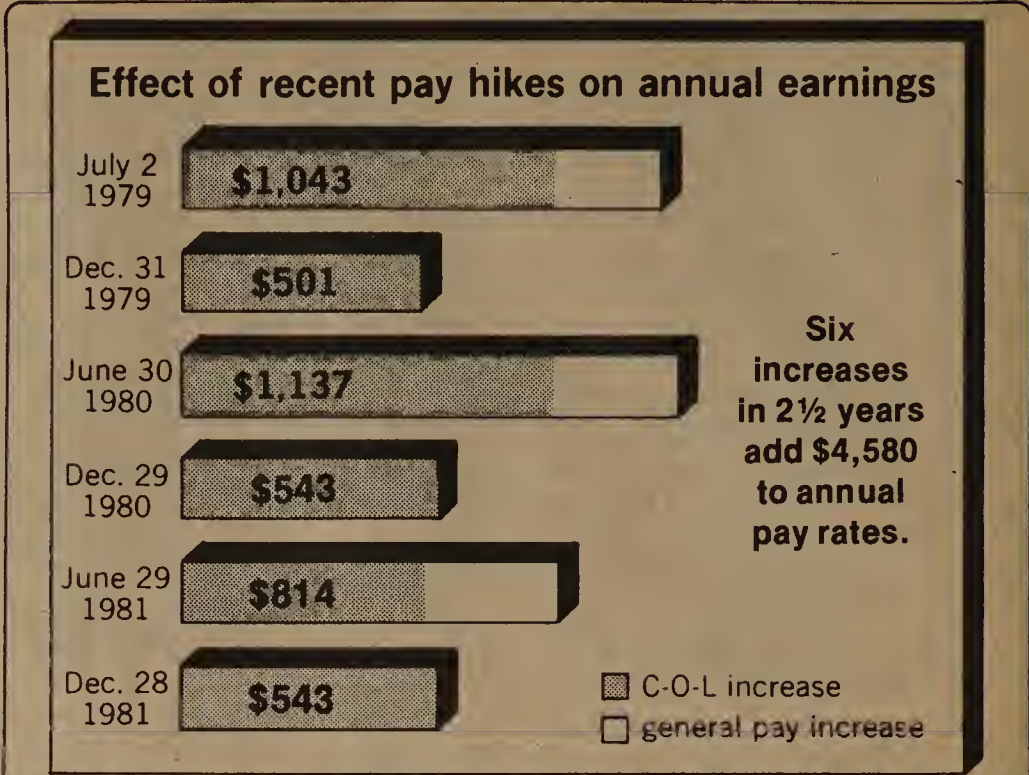
GE NEWS: How do GE pay rates compare to others in the area and in the industry?

CALLANT: Our Fort Wayne earnings have been running about \$1.60 above the national average for the electrical and electronic industry. This national average includes many of our competitors who have plants in Southern locations where wages are well below Fort Wayne levels.

Emerson, for example, has a number of plants in the South where wage levels range from \$6.25 to \$7.25 per hour. Our straight time average pay without overtime premiums and shift bonuses is now \$9.57 per hour.

Fort Wayne GE's average gross pay, including overtime and shift premiums, has been running about 50 cents per hour higher than the state averages (including these premiums) for all manufacturing and for electrical equipment manufacturing.

Although our wage scale is not comparable to those of some other industries, such as the auto industry, we are well above the averages when compared to companies in our own business.



This bar graph shows how much the last six pay increases have added to annual pay for hourly and nonexempt-salaried employees. For instance, the top bar shows that the first raise under the current contract added \$1,043 to pay over a year's time. The last bar shows that the most recent raise will add \$543 more to annual pay during the current year.

How annual pay was figured

December's increase in the pay rates of hourly and nonexempt-salaried employees was the sixth within 2½ years. Totaling up these raises shows they can add more than \$4,500 to an individual's yearly earnings.

Here's how that \$4,500 was figured when it's assumed that a typical work week is 40 hours and the year has 52-1/6 weeks.

Type Increase; Date	Hourly Increase	Weekly Increase	Annual Gain in Earnings
General & cost-of-living; July 2, 1979	\$0.50	\$20.00	\$1,043.33
Cost-of-living; December 31, 1979	0.24	9.60	500.80
General & cost-of-living; June 30, 1980	0.545	21.80	1,137.23
Cost-of-living; December 29, 1980	0.26	10.40	542.53
General & cost-of-living; June 29, 1981	0.39	15.60	813.80
Cost-of-living; December 28, 1981	0.26	10.40	542.53
TOTAL	\$2.195	\$87.80	\$4,580.22

Of course, many employees here have seen their annual earnings increase even more than \$4,500 during this period. That's happened because of overtime, upgrades, or promotions.

GEICES

Continued from Page 2.

"We also rent, lease, sell, repair and maintain computer peripheral devices such as terminets, cathode ray tubes (CRTs) and modems," says Bush.

"We have a large inventory of the most up-to-date instruments of all major manufacturers — not just GE — and we can provide professional assistance in using the equipment."

Business is growing

GEICES is growing fast. It started with one technician in 1978. Now there are five qualified technicians serving the Tri-State area.

"We have the equipment, skills and services to make us the single source for all a manufacturer's instrumentation needs," says Bush.

"For instance, we offer a calibration alert program to insure that a customer's instruments and equipment are always performing to specifications. What we do is alert the customers a few weeks before their equipment is due for calibration or maintenance. That way customers

can schedule maintenance to fit their needs and make sure equipment is performing as intended at all times."

To put customers' equipment back in operation to manufacturers' specifications, GEICES has an environmentally controlled standards room. In this special room equipment can be calibrated with standards traceable to the National Bureau of Standards.

An example of GEICES's measurement and diagnostic services is the thermographic survey done with a special infrared camera that provides a picture of heat. These pictures helps manufacturers check such things as door seals on ovens, insulation and electrical connections.

Service, dependability stressed

"Service is the key to dependable equipment. And dependable equipment contributes to higher productivity and better product quality. We provide that service," concludes Bush.

Franklin pact boosts wage to \$7.72

Franklin Electric Co. employees represented by Local 802, IUE, accepted a new three-year contract with the Bluffton motor manufacturer last Friday.

The contract provides for three annual pay increases. The first wage hike of 7 percent will raise the average hourly wage to \$7.72, according to the *Journal Gazette*. Improvements also were made in group in-

surance, vacation and pension plans.

The 433-27 vote in favor of the contract was in sharp contrast to the last negotiation period. In 1979 unionized Bluffton plant employees struck the company for 20 weeks.

A GE competitor

Franklin competes against General Purpose Motor and Specialty Motor departments of GE.

Cutting Edge

Continued from Page 1.

Part of the operator's job is to record what parts the EDM machine is best suited for," says Brenneke. When the machines are running smoothly on their own, he machines pieces on conventional machines.

"It's good to see that GE is spending money to modernize our Fort Wayne operations. While other companies are moving south, I think GE is committed to trying to keep us competitive right here in Fort Wayne."

JAN 27 1982

ELLEN COUNTY
PUBLIC LIBRARY

JANUARY 22, 1982

FORT WAYNE, INDIANA

VOLUME 64, NO. 3

General Electric News

Panasonic regains order

GPM Broadway jobs affected by loss of B & H business

"We have lost our Bell & Howell business to Panasonic, a subsidiary of Matsushita of Japan," says Mike Novosad, manager of business equipment and international sales for GPM.

For the past year, GPM Broadway has manufactured 49-frame motor components for use in 16mm movie projectors built by Bell & Howell.

Price, quality, delivery

Panasonic, which manufactures its motors in Singapore, will sell motors to Bell & Howell at a price comparable to GE's 1981 price. "We also had some quality and delivery problems with our motor in 1981," Novosad explained.

GPM has been shipping components made at Broadway to its plant in Juarez, Mexico, for winding and assembly. This arrangement allowed GPM to gain the business it lost to Panasonic in 1975 and provided the equivalent of about five full-time jobs at Broadway.

In an August 28, 1981 GE News story, Novosad recounted the history of GPM's 49-frame business with Bell & Howell.

Prior to 1975, GPM Broadway manufactured the entire motor and sold it to Bell & Howell. Its only major rival at that time was a U.S. manufacturer, Robbins & Myers. But in 1975 Panasonic took the busi-

ness away by supplying Bell & Howell with low-priced, quality motors manufactured at its Singapore plant.

"Broadway was simply unable to manufacture a motor at a competitive price because of the costs involved in Fort Wayne," says Novosad.

"The only reason GPM was able to regain the business in 1981 was its new plant in Mexico, where winding and assembly costs are substantially lower. This plant, teamed with the help of highly-skilled employees in Fort Wayne, made us competitive.

Competition is for real

"The loss of this business to Panasonic underscores the importance of holding down costs while providing high quality products through on-time deliveries," says Novosad.

"I also think it is important for GE people to understand the reality of the global market for motors. Our strategy is to manufacture motors here in Fort Wayne if we can be competitive and profitable. If we can't be competitive here for some models, we'll have to make the products where we can make them at cost-competitive levels. The only other alternative is to get out of those businesses.

"That is what has happened in this case. We made the motors here



This story on GPM's Bell & Howell business appeared last August in the GE News.

until we were no longer competitive. We re-entered the market with motors assembled offshore. We again lost the business to the Japan-

ese, and it is our job to regain it by convincing Bell & Howell we have a quality product that we will supply on time at the right price," he said.

ESOP is no fable, GPM employee learns

Nearly all Fort Wayne GE employees had shares of stock credited to their accounts this



Pondo Vlascheff, like most GE employees, is a company share owner through ESOP.

month under the Employee Stock Ownership Plan (ESOP).

But Pondo Vlascheff, sample motor inspector at GPM, Taylor Street, may be the only one who knows just how much he got.

When Pondo inquired about his ESOP account last month, the GE News learned of it and asked if he wouldn't like to know just how much he has in his account.

He was eager to find out.

Benefits specialists made a special check and reported that Pondo had 1.3023 shares credited to his account for 1980, 1.2875 shares for 1979 and 1.0536 for 1978 (the three years the plan has been in existence).

Dividends reinvested

Also, those shares have earned dividends over the years, which were automatically reinvested in GE stock. The total number of

shares in Pondo's account as of last week was 3.7719 shares, worth about \$217 at today's stock value.

"It's nice to know how much I have since I'm starting to think about retirement," said Pondo. "It's not a lot, but it is free. I know some people who have retired recently, received GE stock in the mail and didn't know why."

You receive when you leave

Those shares were distributions of their ESOP accounts made after a person leaves the company. Employees who retired last year and received ESOP credits will receive their distributions in February.

The story at right explains what ESOP is. Employees receive a report of their total ESOP holdings on their Personal Share Statement each spring.

Most employees gain GE stock through ESOP

GE employees eligible for benefits under the Employee Stock Ownership Plan (ESOP) have been credited with \$3.31 worth of GE stock for each \$1,000 of their 1980 pay. In total, more than \$19 million has been credited to employees based on their 1980 pay.

Third year of credits

The third year of credits under ESOP added these new amounts of GE common stock to the ESOP accounts of most GE employees when credits were allocated several weeks ago. The three-year total amount that has been credited to employees now exceeds \$46 million.

Participation in ESOP is automatic for every eligible employee and there is no sign-up requirement. All individuals who were employees during 1979 and were still employed

See ESOP, Page 4.

Savings plans payout

Across GE 146,000 share in \$276 million

Across the company the new year ushered in an important few days for more than 146,000 participants in GE savings and investment plans. It marked the start of the annual "payout" mailing of securities and cash under those plans.

Here in Fort Wayne, employees are already talking about the stock, mutual fund units or U.S. Savings Bonds the mail has brought.

This year the annual distribution reached a record value of more than \$276 million.

Payout on 1978 savings

The big distribution came as a result of 1978 employee investments under the Savings and Security Program and 1976 savings under the Savings and Stock Bonus Plan. The end of 1981 marked the end of holding periods for investments in those years under the two plans.

The specific value of the securities and cash involved in the payout was \$275,765,807 — based on year-end market values of GE stock, S&SP Mutual Fund Units and the maturity value of U.S. Savings Bonds.

The year-end market value of a GE share on the N.Y. Stock Exchange was \$57.625 per share, and the year-end value of an S&SP Mutual Fund Unit was \$28.640. (The Holding Period Interest Fund — another investment available to S&SP participants did not figure in this year's payout. The HP Fund did

not become available until 1980 and the holding period for HP Fund investments will not end until December 31, 1983.)

The 146,000 people participating in this year's distribution include 132,000 who are receiving \$269 million in securities and cash under the Savings and Security Program and 14,000 who are receiving \$7 million in securities and cash under the Savings and Stock Bonus Plan.

S&SP securities now being received were purchased in 1978 when the average price for GE stock was \$50.067 and when S&SP Mutual Fund Units had an average price of \$25.691. S&SP specialists point out, however, that those prices should not be used to determine gain or loss for federal income tax returns.

Tax information coming

The specialists explain that "Under programs such as S&SP, a special formula provides tax cost figures. These are furnished on the annual Tax Information Statement which will be distributed to recipients of the January 1982 'payout' later in the month."

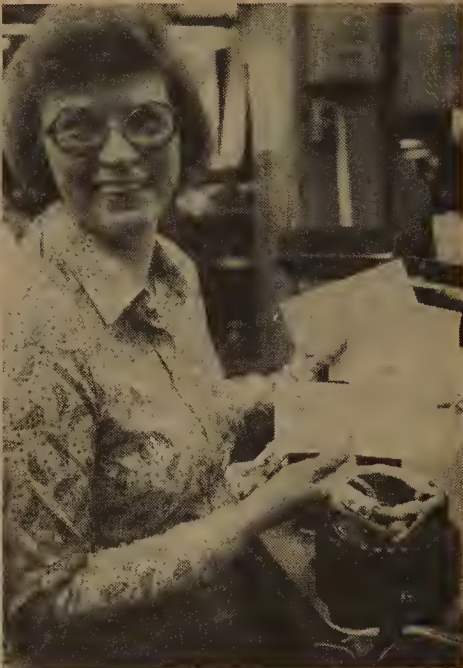
The specialists also point out that before investing in the Savings and Security Program, or changing S&SP investments, employees should review the Program in their benefit booklets and S&SP Prospectus.

HMO employee nearly doubles savings through Savings and Security Program

Iris Woodcox, tier at HMO, Building 17-4, has reason to smile.

Her payout this month from the GE Savings and Security Program was worth about \$1,500, nearly double what she put in during 1978.

She has used previous years' payouts to put aluminum siding on their house and to help add on a family room.



Iris Woodcox received \$1,500 worth of bonds from S&SP savings.

'A friend in the banking business . . . said it was a good deal.'

"I've been in the program since 1971," says Iris. "I first asked a friend in the banking business about S&SP. He said it was a good deal, and I've been very pleased with it ever since."

During the three-year holding period, GE added \$1 to her account for each \$2 Iris saved.

Her account grew tax-free during the holding period. Now she is looking at Individual Retirement Accounts (IRAs) and at GE's Retirement Option Account (ROA)

as ways to continue to defer taxes on her savings until retirement.

Last week's GE News featured a story on IRAs, which are offered through financial institutions. Future issues will feature stories on the ROA available to Savings and Security Program participants.

GE savings plans in brief: here's how they work

As a GE employee you can participate in either the Savings and Security Program or the Savings and Stock Bonus Plan.

Here's a brief description of how the two plans work:

Savings and Security Program

Under the Savings and Security Program you leave your S&SP investments for a particular year in trust for a specified three-year holding period. The company makes a 50 percent matching payment on the eligible portion. It, too, is invested as you instruct.

At the end of the holding period you receive your securities along with the matching payment securities, or you can put all or part of them into the program's tax-sheltered Retirement Option Account. In an ROA your investments build funds for desired "extra" retirement income, or for specified needs for which they can be withdrawn.

The "basic" investment under S&SP can be as much as 7 percent of earnings. This investment is eligible for the company's 50 percent matching investment. You can also make an additional investment of an extra 1, 2, or 3 percent of earnings, but these are not eligible for matching payment.

S&SP is designed to give you an opportunity to save in several investment choices: U.S. Savings Bonds, GE Stock, the S&S Mutual Fund and the new Interest Funds. Part of your savings may also be used to buy a special low-cost life insurance.

The new Interest Funds — the Holding Period Interest Fund (HP Fund) and the Long Term Interest Fund (LT Fund) — went into effect Jan. 1, 1980. The HP Fund is invested through financial institutions and has the objective of preserving principal and achieving a stable, competitive rate of interest.

The trustees have announced that the expected annual rate of interest for HP Fund investments in the 1982 savings year will be 16.25 percent. The LT Fund has the objective of achieving a high interest rate of return over a long-term period. At the end of a holding period, investments in the HP Fund are automatically placed in the LT Fund.

Employee benefits specialists point out that before investing in S&SP, or changing investments, you should review the Program in your benefits booklets and the S&SP Prospectus.

Savings and Stock Bonus Plan

The Savings and Stock Bonus Plan allows employees to save between 75 cents and \$10 a week to be invested in U.S. Savings Bonds. Stock Bonus Plan users leave their U.S. Savings Bonds in trust for a specified five-year holding period. When the period ends they receive their bonds and a bonus in GE stock equal to 15 percent of the cost of the bonds.

GE Savings Plans		
Program:	Savings and Security Program (S&SP)	Savings and Stock Bonus Program
Features:		
Employee savings:	1) Basic savings eligible for company matching payment: 1% to 7% of earnings. 2) Additional savings not eligible for company matching payment: 1% to 3% of earnings.	75 cents to \$10 per week.
Investment alternatives:	U.S. Savings Bonds GE Stock Holding Period Interest Fund (HP Fund) S&S Mutual Fund	U.S. Savings Bonds
Company matching payment:	50 percent of employee basic savings invested in one of four options (above) chosen by employee.	GE Stock equal to 15 percent of employee savings.
Holding period:	Three years.	Five years.

Alley Chat

By Connie Houser

Six leagues produce top bowlers

GE Club got off to a fast start for 1982 as six leagues came up with top bowlers in various categories.

The Hermetic League almost had a 700 when Frank Cochran rolled a 211, 245, and 243 for a 699 and high series. The GE Office League's Wayne McClure hit a fine 253 for high game of the week.

TTY League was proud to announce high series for the women with Lynnette Early's 568.

In the Senior Citizen's League new super star Jo Garman rolled her first 200 ever, a 248 for women's high game honors.

In the Junior League Dan Hauschild rolled the high game of the week for the boys, a fine 245.

And last but not least, the Wednesday Owl League turned in an unusual event as Jerry Houser rolled triplicate games of 188. Now how can you beat those top six?

League Wrap-Up

Emmaus Married Couples		Jack & Jill League	
Bob Rietdorf	242	Betty Sheets	510
Dick Sebold	238	Marilyn Kiefer	503
Friday Nite Ladies		Shirley Bohner	192
Pattie Greer (204-185)	550	Janie Fischer	190
Bonnie Roth (182)	530	Larry McInturf	235
Martha Hire	192	Steve Ort	222
Gertie Jones	189	Guys & Dolls League	
Sandy Gerdorf	183	Cindy Smith (214)	515
Bonnie Roth	182	Lois Hill (185-182)	512
Friday Nite Teylor St.		Cindy Langston	199
Elmer Asbell	222	Theresa Brandell	189
Scott Meyer	215	Gert Snyder	189
TTY		Tom Schwartz (227)	625
Lynnette Early (211)	568	Doug Haller	217
Junior League		Ralph Hill	216
Ed Rondot	201	Wayne Snyder	212
		Ted Richardson	211

Monday Morning Ladies

Renee Kelly 182
Sheila Wyss 180

GE Office League

01/04/82
Buck Somers 646
(233-213)
Wayne McClure (253) 644
Tom Schible 233
Harold Baker 220

01/11/82

Gil Baker (248-225) 829
Dave Knepple (215) 605
Harold Baker 222
Joe Nicolosi 218
Art Seidel 216
Bob Rietdorf 218
Skeets Lahrman 215
Art Keller 213
Walt Rieger 212
Tom Schible 210

Monday Nite Ladies

Shirley Bohner 531
(183-181)
Diann Williams (189) 506
Pat Walker 185

Tuesday Afternoon Ladies

01/05/82
Sandy Hernandez (191-189) 540
Delores Fox (185) 524
Janie Fischer 213
Delores Benzinger 191
Melissa Flory 180
01/12/82
Melissa Flory (198) 523
Marie Hughes 503
Carol Meads 204
Jeanette Cook 193
Louise Young 188
Delores Benzinger 186

Hermetic League

01/05/82
Frank Cochran 699
(211-245-243)
Louis Simmons (242) 615
Jim Morris (230-215) 606
Emmitt Smith (226) 603
Bob Bellis 227
Joe Russell 226
Tom Uhrick 213
Larry Hay 210
(18 200-or-better games!)

01/12/82

Jim Weiks, Jr. 619
(212-215)
Dave Uncapher 223
Chuck Todd, Jr. 218
Larry Clements 214
Brent Cleveland 213
Larry Hay 211
Bill Scott 210

Wednesday Owl League

12/23/81
Dan Moeller (213) 615
Brent Cleveland 222
Jerry Houser Triplicate-188's

01/06/82

Don Lockwood 221
Fred Stearley 212
Small Motor League
Mel Guillaume 218-212
Harvey Reed 215

Senior Citizens (Thurs & Fri)

12/17 & 12/18/81
Jo Garman (248) 533
Leoba Schaefer (191) 500
Hilda Marks 180
Cecil Tamey 238
Bruce Kiner 212
Ralph Thomas 211

01/07 & 01/08/82

Mary E. Snyder (189) 519
Kate Winter (184) 500
Alice Busch 197
Esther Muzzillo 181
Florence Miller 180
Mae Dial 180
Kenny Bainbridge 220

Apparatus League

12/17/81
Don Greenler 885
(217-249)
Bonnell Clawson 238
Mike Lipp 235
Wes Dunkin 228
Walt Nielsen 225
Lee Schnepf 218
Tim Slater 215

01/07/82
Walt Nielsen 225
Bonnell Clawson 217
Jim Hoffman 215
Kenny Rogers 213
Steve Scherer 211
Ansel Black 210



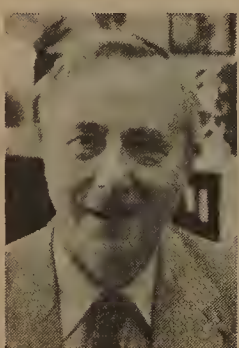
Four of a kind

Four Specialty Transformer employees in Building 27 celebrated 40 years of service last month. From left are Charlie Eastes, James Baker, Larry Ehinger and Ron Davies.



125 years

These three GPM engineering employees have 125 years of service with GE between them. From left are: Carl Lommatzsch, 40 years; Jack Jennings, 45 years; and Ken Ford, 40 years. All three work at Taylor Street.



John Reville
GPM, Taylor St.
45 years



Bill Harrison
SMD, Taylor St.
40 years



James Battrick
GPM, Broadway
40 years



Lee Hinsh
GPM, Taylor St.
40 years

General Electric News

Published weekly by the General Electric Company, an equal opportunity employer, in the interest of all GE employees and their families here. May not be reproduced in whole or part without express permission of General Electric Company.

GENERAL ELECTRIC

Chuck Welch, Manager

John Polce, Editor

Rex Mericle, Chief Photographer

Gloria Smith, Adlets

Betty Gildewell, Proofreader

1635 BROADWAY

PO BOX 2204

FORT WAYNE IN 46801

Phone 426-7431, Ext. 3441

(Dial Comm. *8-322-3441)

ADLETS

RIDE WANTED

LEO-CEDARVILLE, HWY 1 TO BROADWAY,
8-4:36 p.m. 627-5833.

FOR SALE

DOUBLE BED & VANITY, blond, aft. 5 p.m. 747-6380.

WELSH CRIB/MATTRESS, misc. baby items, youth mattress. 749-4760.

GENTLY USED SNOW TIRES, A78-13, on Pinto rims, \$35/pr. 639-3404.

70 CHEV. IMPALA, V-8, 400, 2 dr., pwr, \$300 or bst offer. 1-419-899-2372.

KENMORE SEWING MACHINE in cabinet, w-cams. 485-8097.

76 MERCURY COMET, air, AM-FM, 46,000 miles, no rust, \$1,950. 337-5180.

WOODEN TABLE, round, w-4 chairs & hutch, almost match, \$200. 693-2962.

BOY POODLE PUP, male, 7 wks. old. 1-723-5339.

RAMPOLINE EXERCISER, great for jogging indoors, \$90. 447-7025.

DECORATIVE CURTAIN ROD, 53"-96", like new. 432-8644.

TOVE WOOD, ash, by cord, delivered & stacked, no splitting necessary, \$90. 422-7922.

PC. FAMILY ROOM FURNITURE, bwn plaid, \$150; console color TV, \$75; maple rocker, \$20. 482-1295.

M-FM STEREO, record changer, 8-trk, cassette, ex. cond., \$125. 432-5838.

'72 SKIDDO TNT, 640 CC, \$400; '73 Mailbu, 350, \$600, both run good. 447-3652.

'80 SNOWMOBILE, Polaris, 340 TXC, 900 miles, ramp & dolly. 447-6639.

HEADBOARD for dbl bed, brass-plated, \$20, aft. 5 p.m. 422-4145.

LOTS, 2, Covington Memorial Gardens, close to front. 747-3600.

STOVE HOOD-FAN, avocado. 489-3635.

TYPEWRITER, boys & girls fig. ice skates, szs. 4-10. 747-3871.

EXERCISE BICYCLE, \$50; elec. snow shovel, \$50, aft. 4 p.m. 749-0021.

POOL TABLE, bumper, slate top, best available. 747-0241.

'63 T-BIRD, rough, but restorable, \$450. 493-3127.

RUBBER INSULATED BOOTS for ice fishing, sz. 10, \$15; 2 radio Ch. 9, CB, \$15. 747-5902.

SNOW BLOWERS: Toro Pup, \$75; Huffy, 5 HP, \$125. 426-4485.

MATTRESS & SPRINGS, qn sz, \$50. 447-6247.

40 CH CB, SSB/AM w-mike, mobile or base use. 747-5606.

BEEF, one-half, locally grown, Holstein. 639-3577.

BOX SPRINGS & MATTRESS, long w-side rails & slats, very good cond. 456-4278.

WANTED

EXERCISE BIKE. 432-1460.

PING-PONG TABLE, good cond., reasonable. 638-4425.

BABY CRIB in good cond. 426-0093.

TWIN BED BOX SPRINGS in good cond. 447-2189.

STAMP COLLECTION STARTING, new or used, books or singles. 486-4195.

LIONEL & AMERICAN FLYER TRAINS, any cond., aft. 5 p.m. 1-724-8011.

WINDOW SHADES, 50" wide. 747-6267.

SERVICE

TAXES PREPARED, professional, reasonable. 456-7180.

FOR RENT

HOUSE, SE, 1 bdrm, stove, refrig., \$175/mo.

483-1455.

1 BDRM APT., Brooklyn Ave., furnished, util, gar, bus, 1st floor. 747-2469.

NORTHWEST - HOUSE, 3 bdrms, bsmt., fenced yard, gas heat, \$175/mo. 747-4066.

HOUSE, 2 bdrms, on bus line, near GE, rent or buy on contract, newly redecd. 745-9110.

FREE

8 WK OLD PUPPIES, small breed, free to loving home. 747-0633.

*ADLETS

GE NEWS BLDG. 18-3

NO ADS TAKEN BY PHONE

INDICATE TYPE OF AD HERE:

☐ For Sale * ☐ Ride Wanted
☐ Wanted ☐ Riders Wanted
☐ For Rent * ☐ Lost
☐ Free ☐ Found ☐ Service

(PLEASE PRINT NEATLY)

Ads must be received only on this form by noon Monday for publication Friday. You may submit only one adlet per issue of the GE News. No more than 40 letters per Adlet, please. Print phone number only on line indicated below. Property advertised must be available without regard to race, creed, national origin or sex.

Name _____

Address _____ City _____

Home Phone _____ Bldg. _____

* The item(s) referred to in this ad are in no way connected with any business venture

Signature _____

Elwood's to assume operation of GE Club bowling facility

Elwood's TV and Appliance, Inc., will assume operation of the GE Club bowling facility beginning Feb. 1, it was announced this week.

"Bowling leagues and hours will continue as they are," said Roy Elwood, president of Elwood's and operator of the GE Employee Store since September, 1980.

"We intend to improve the food and beverage service at the bowling facility," he added.

GE will continue to own the GE Club facility, including the bowling alley.

Chuck Welch, manager of communication and relations planning, noted that GE will fund and coordinate employee programs through the GE Club Board of Directors.

As in the past, the GE Club

Board will oversee Club activities and channel funds to employee programs.

Welch said that Employee Relations will provide day-to-day oversight of the Club facility. Revenues from renting the bowling facility will be used to help fund employee activities.

"We'll have to continue to rely on employees providing volunteer leadership and organization for activity programs," said Welch. "The company, through the Club Board, will support those activities in which employees show an interest through volunteer leadership and participation."

Current GE Club activities include bowling, basketball and other sports leagues, bingo, pensioner potlucks and square dancing.

Pay increase 'rolls up' benefits

Whenever GE employees get pay raises, there's an automatic "roll-up" in the value of their employee benefits package. This happened Dec. 28 when hourly employees received a 26-cents-an-hour increase and nonexempt-salaried employees got a \$10.40-a-week boost.

This escalation of benefits occurs because many benefit plans are tied to employees' earnings. As pay goes up, so do the employee benefits.

Here's a summary of how a pay increase affects specific benefits:

- **Life Insurance:** Under the GE Insurance Plan, the life insurance amounts to two times straight-time annual earnings. The Dec. 28 increase is worth about \$540 annually in earnings, so twice that provides \$1,080 more in insurance.

- **Pension Plan:** For those earning up to \$17,850 a year, the guaranteed monthly pension is based on a table in which the pension goes up for each \$300 increase in average annual earnings. The \$540 increase in annual earnings will boost many into a higher pension bracket. "Career earnings" pensions could also be increased by this pay increase.

- **Social Security:** Monthly Social Security checks at retirement are based on annual earnings, so this source of retirement income is also favorably affected by the higher pay.

- **Savings plans:** Participants in the Savings & Security Program will have more invested in the savings media of their choice. That's because the payroll deductions are a percentage of earnings. With GE

adding 50 cents to every dollar invested up to 7 percent of earnings, the pay increase also means higher company contributions into S&SP.

- **S&SP Life Insurance:** This optional life insurance plan provides payments based on a combination of annual earnings and the participant's age at death. The higher annual earnings from the pay increase thus raise the insurance coverage.

- **Weekly Sickness & Accident Benefits:** These are 60 percent of straight-time earnings, with a maximum of \$200 a week.

- **Long-Term Disability Insurance:** Benefits under the optional plan are related to annual straight-time earnings. Those additional dollars in the paycheck will be given added protection in the event of disability over a long period.

- **Vacation Banking:** An individual's Retirement Option Account is credited with an amount based on earnings for eligible vacation time "banked" into this benefit plan.

- **Vacation, Holiday, and Sick Pay:** These are based on normal straight-time earnings, so pay for these non-working days increases with the pay rate. Personal time off is treated the same way for those eligible for payment.

- **And more:** Benefits will also be higher for employees using the Income Extension Aid Plan during layoffs, those carrying out their citizen responsibilities through jury duty, those entering military service or attending an annual military reserve encampment, or those absent due to a death in the family.

ESOP

Continued from Page 1.

on Dec. 31, 1980 are eligible to receive ESOP benefits unless they have specifically requested in writing to be excluded.

Here is how the ESOP works: Under income tax laws the company claims an extra "1 percent investment tax credit" on its qualifying investments in machinery and equipment when it files its federal tax return. This extra credit is then used to acquire GE common stock for distribution to employees. The amount available for distribution in the most recent crediting totaled \$19,426,108.

The stock is divided among employees on the basis of their pay. It is placed in a trust in individual accounts set up for each employee and is held until the employee retires or leaves the company.

Estimate Your ESOP

Here's how to estimate the amount of stock credited to your ac-

count in the most recent distribution:

First, using your federal income tax records, write down your 1980 earnings as shown on your W-2 form.

Second, multiply those earnings by 0.00331. (That gives you the dollar value of your portion of the total ESOP amount for 1980.)

Third, divide the dollar amount by \$56.081. (That's the value of a share of stock according to the formula for pricing stock under ESOP.)

The answer tells you the shares of stock credited to you in the latest ESOP distribution.

The "Personal Share" statement to be issued in the spring will state the specific amount added to your ESOP account. It will also show the amount of dividends on your previous ESOP shares which have been reinvested in your account as well as the total value of the account on Dec. 31, 1981.

For further information on ESOP, contact Doyt Schaadt, Ext. 2380.

In memory

Gail Page, receptionist, died Jan. 16 at Lutheran Hospital. She began her career at GE in Building 12-2 in 1962. In 1973 she became one of the first two women members of the GE fire brigade. Mrs. Page was active in Elex and worked in plant protection the past several years. She was 42.

Paul Grogg, 4416 DuPont Road, died Jan. 15. He was a painter at STD until his retirement in 1974.

Jessie A. Ohneck, 811 W. DeWald, died Jan. 11. She retired from GE in 1957.

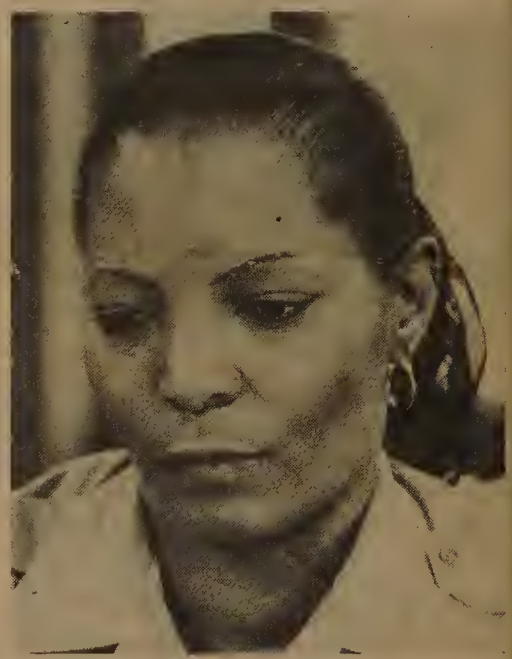
Frederick W. Wheeler, Yoder, died Jan. 10. He was unit manager-traffic at SMD prior to retiring in 1970.

May C. Heit, 2508 Capitol, died Jan. 8. She worked at FHP Motor before retiring in 1953.

Rudolph J. Dressler, St. Petersburg, Fla., died Jan. 8. He was an electrician at GPM, Taylor Street, prior to retiring in 1965.

Franklin M. Runkle, 5610 Noll Ave., died Jan. 4. He was a sweeper at HMO, Building 17, prior to retiring in 1963.

G. Robert Crosley, 4110 Wedgewood, died Dec. 2. He operated a die cast machine at GPM Taylor Street prior to retiring in 1977.



Gail Page

W-2 forms distributed

Federal W-2 statements were expected to be distributed to all Fort Wayne GE employees today, said Doyt Schaadt, manager of personnel accounting and banking.

"These forms are needed for reporting 1981 state and federal income taxes, so they should be

filed in a safe place," said Schaadt.

The GE News will print the prices for state intangibles tax purposes of GE stock, Savings and Security Mutual Fund, and GE Savings and Stock Bonus Plan stock as soon as they are available.

Elex February calendar

- 2 Reservation deadline for Feb. 8 supper and program at GE Club.
- 2 Reservation deadline for tour and flower arrangement demonstration on Feb. 10 at Aunt Sue's Place. Telephone Elex office.
- 8 Elex supper and bingo, GE Club auditorium. Supper served from 5 to 5:45 p.m., tickets \$4.75.
- 10 Tour and floral arrangement demonstration, Aunt Sue's Place, florist and antique shop, 102 Southgate Plaza. Two tours, 6 and 7 p.m.
- 10 Reservation deadline for tour and cake decorating demonstration at Country Kitchen. Telephone Elex office, Ext. 3555.
- 11 Reservation deadline for February 18 luncheon at Club Olympia.

- 15 Executive Committee of Elex officers, 4:45 p.m., Bldg. 18-3 conference room.
- 17 El-Par Chapter, 1 p.m., Hobby Ranch House Restaurant, 3204 North Anthony Blvd.
- 18 Elex luncheon and bingo, Club Olympia, 3501 Harris Road, 11:30 a.m., tickets \$5.25.
- 18 Tour and cake decorating demonstration, Country Kitchen, 3225 Wells St., 7:30 p.m.
- 23 Elex First Shift Executive Board, 7:30 p.m., Bldg. 18-1 conference room, 7:30 p.m.
- 24 El-Par Executive Board, 9 a.m., Cooper's Restaurant, 927 Broadway.
- 26 Reservation deadline for March 8 bosses' supper at Goeglein's Reserve.

Mail, Inc.
1050 S. Anthony Blvd.
Fort Wayne, IN 46803

Address correction requested

BULK RATE
U.S. POSTAGE
PAID
FORT WAYNE, IN
Permit No. 40

(For quickest response, please mail all non-intracompany address changes directly to Mail, Inc. at the address printed above. Be sure to include both your old and new addresses indicating zip codes for each.)

16302
FEB 1982
900 ELEX CLUB ST
ORDER DIV-PERIODICALS
PUBLIC LIBRARY

PERIODICALS
RECEIVED

FEB 10 1982

ALLEN COUNTY
JANUARY 29, 1982
PUBLIC LIBRARY

General Electric News

FORT WAYNE, INDIANA

VOLUME 84, NO. 4

SMD takes aim at Total Quality Target

Specialty Motor Department is going all out for quality in the 1980's.

SMD has told customers in the air-conditioning, heating and appliance industries that it is committed to 100 percent customer satisfaction. General Manager Marcel Joseph explained the long-range, ongoing Total Quality Target Program to salaried employees in November.

Last week, Plant Manager Otis Price informed Taylor Street employees that SMD is embarking on "the greatest commitment to quality we've ever undertaken."

"We want everyone — customers, sales representatives and employees to know about our total dedication to quality," said Price.

Now that everyone knows what SMD intends to do, the question is can SMD really meet its goal of "total quality?"

"We have to," Price told Section 15 employees. "It's a matter of survival."

New dedication needed

"Traditional approaches to our business and our jobs just aren't good enough for the decade of the 80's. Success will require teamwork and dedication to personal excellence by each of our employees."

He noted that changes in attitudes, additional investments in new technology and process machinery and training will be needed



Plant Manager Otis Price explains the Total Quality Target Program to Section 15 employees.

to meet the challenging goal SMD has set for itself.

"These things won't happen overnight," Price said. "Our first objective is to reduce product defects by 50 percent in the coming 18 months and increase our share of the market for products we manufacture."

"Our domestic competitors like Fasco, Emerson and Westinghouse are investing millions of dollars in new plants and equipment. But that's not all. We'll soon be hearing more about Japanese firms like Hitachi, Toshiba, Mitsui and Matsushita. Japanese companies are making components in Texas and



Mexico, and fans and motors in Tennessee. By 1985 they plan to invest \$75 million in operations outside Japan."

SMD is leading the way among domestic manufacturers but will have to achieve a level of quality the Japanese can't surpass.

To do this, SMD has mapped out an 8-point program that includes these steps.

- Making everyone aware of SMD's dedication to quality.
- Identifying each customer's requirements to make sure they will be designed and built into SMD motors.

- Improving the product design process with the aid of computers.

- Measuring critical incoming materials on a parts-per-million basis to assure quality.

- Implementing tighter manufacturing controls.

- Using computerized product testing to assure the quality of motors shipped.

- Making use of improved customer feedback about the performance of motors.

- Training to update the skills of office and factory employees.

Price noted that additional investments in tooling and equipment are being made.

"In the meantime we must do the best we can with what we have," he said. "We will be bringing quality circles to Taylor Street in the next few weeks so that everyone can become involved in quality improvement."

"Quality circles will give you a chance to improve working conditions and solve quality issues. Those who volunteer will receive training in problem solving techniques."

He identified two areas in which everyone can help SMD meet its Total Quality Target:

- "Take a look at the way you do your job. Try to find ways to do it better, more efficiently.
- "Participate fully in efforts to improve our quality performance. Help make this program work."

GPM reorganizing Taylor, Winter

GPM is reorganizing its Taylor Street and Winter Street operations into a single operation, Frank Kurung, manager of manufacturing, announced this week.

Both facilities will now operate under a consolidated management organization structure. Dick Habegger will serve as manager of the combined Taylor/Winter Operation. Habegger, formerly plant manager at Winter Street, assumed his new position Monday.

Response to sales decreases

Jim Stehlik has been named to fill the position of manager of manufacturing programs, an existing opening in the manufacturing section reporting directly to Kurung. Stehlik has been plant manager at Taylor Street Section 14.

"The change is part of our continuing efforts to reduce costs," Kurung said. "Both businesses (Winter Street and Taylor Street)

have had significant decreases in sales over the last two years. By combining the product, manufacturing and personnel strengths of the two operations, we will be able to manage the business with fewer people, primarily at the management level," said Kurung. "This reorganization is essential to insure the future health of our business."

The change is part of the cut-back GPM announced earlier in January that will reduce the department's salaried workforce by about 5 percent.

"We believe we can maintain the efficiency of operations of the two facilities with one management staff and promote job security in the long run by making our business more cost competitive," said Kurung.

He noted that GPM has invested about \$10 million in Fort Wayne operations the last three years and intends to invest \$15 million more by the end of 1985.



Dick Barends (left), manager of quality assurance for Gast Manufacturing, points out some of the reasons Gast is so particular about the quality of GPM motors it buys from the Broadway plant. Listening in are Bob Wyatt (second from left), Karen Omo and Jim Morris, who help manufacture AC motors at Broadway. At right is Dave Vogie, purchasing manager for Gast. Vogie told employees that Broadway's ability to respond on short lead times is a big reason Gast chooses to do business with GE. Plant Manager Pat Palmisano told employees recently that they can expect more short-cycle orders during the current downturn. Story on Page 4.



Forrest Shelburne (left), electrician, and **Hallis Pressler**, maintenance machinist at Taylor Street Area Services, recently received a total of nearly \$500 for suggestions they submitted.

Two Area Services employees collect \$500 in suggestion awards

Area Services recently awarded nearly \$500 for cost-saving suggestions to electrician Forrest Shelburne and maintenance machinist Hallis Pressler.

Shelburne received two awards. The first one, for \$128.25, was for his suggestion to install a relay in the circuit of MPC winders. The relay will prevent the drive key from being sheared off.

The award was based on repair cost savings and reduced downtime.

His second award of \$220.34 was

for a suggestion to install a timer on a shaft cutoff machine which sorted out the scrap shortends. This eliminated the need for the operator to hand-sort the shafts.

Pressler's award of \$124.62 was based on savings resulting from reduction of downtime associated with replacing small gear breakage on the stacking press.

His suggestion was to install a pressure relief valve between the slowdown valve and the hydraulic motor that drives the index table.



40 years of service

Bob Zimmerlee and **Gil Brookhart** of General Purpose Motor, Winter Street, received plaques and pins for 40 years of service with GE. About 200 GE employees in Fort Wayne are expected to reach the 40-year milestone in 1982.

General Electric News

Published weekly by the General Electric Company, an equal opportunity employer, in the interest of all GE employees and their families here. May not be reproduced in whole or part without express permission of General Electric Company.

GENERAL  ELECTRIC

Chuck Welch, Manager
John Pelrice, Editor
Rex Mericle, Chief Photographer
Gloria Smith, Adlets
Betty Gildewell, Proofreader
1635 BROADWAY
PO BOX 2204
FORT WAYNE IN 46801
Phone 426-7431, Ext. 3441
(Dial Comm. *8-322-3441)

1982 'payout' shows GE people used all savings plans options

GE people made use of all the investment media available under GE savings plans in the years for which the holding periods have just ended.

A breakdown of the securities which participants received in the recent "payout" indicates how employees chose to invest their savings of 1978 under the Savings and Security Program and in 1976 under the Savings and Stock Bonus Plan.

What employees received

Based on market values at the end of 1981 — the end of the holding periods under the two plans — here's how the \$276 million distribution went out to employees and former employees early this month.

- More than \$91 million was in GE Stock. That amounted to a total of 1,593,691 shares.

- More than \$139 million was in U.S. Savings Bonds (at maturity value). A total of 2,795,645 bonds were mailed.

- More than \$41 million was in S&SP Mutual Fund Units. A total of 1,442,664 units were involved.

- More than \$2 million went to recipients in cash.

There were no payouts of securi-

ties represented by the new combination of interest funds — the Holding Period Interest Fund and the Long Term Interest Fund. That's because these only became available in 1980 and the holding period for 1980 S&SP investments ends at the end of 1983.

Walt Nielsen, manager of payroll here in Fort Wayne, points out that participants in the savings plans can choose their own investments according to their own concern for security and their personal goals.

"Many plan to hold their securities — whether they are stock shares, fund units, or bonds — rather than turn them into cash immediately."

Values rise and fall

He said, "Stock and Mutual Fund values rise and fall with changes in the market. Savings Bonds, on the other hand, have a specified rate of interest and steadily increase in value until maturity."

Nielsen emphasized that before investing in the Savings and Security Program or changing S&SP investments, employees should review the program in their benefits booklets and the S&SP Prospectus.

Employees stash \$35 million in Retirement Option Accounts

The \$276 million that went to employees and former employees in the distribution of savings plans investments early in January doesn't reflect all the dollars involved.

There were many more dollars — dollars that GE people will receive in the future:

- More than \$35 million in securities went into Retirement Option Accounts under S&SP.

- More than \$3 million in fractional shares of GE Stock are being carried forward to next year's distribution, when they will go to make up full shares.

\$314 million total

These two figures, plus a total of \$276 million paid out to GE people, result in a grand total of \$314 million in securities and cash involved in the 1982 distribution under GE savings plans.

Bingo, euchre dates set

The GE Club will host a bingo party Friday, Feb. 13, at 7:30 p.m.

The Pensioner Euchre Club will meet Monday, Feb. 2, at 1 p.m. All pensioners are welcome, and the cost to play is \$1.

In memory

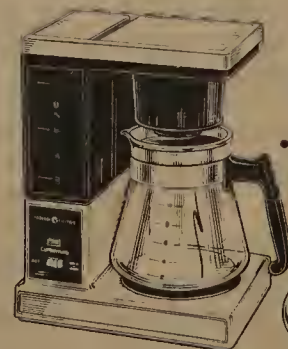
Carl D. Fisher, 1121 N. Anthony Blvd., died Jan. 19. He was an engine lathe operator for SMD, Building 6-3, prior to retiring in 1964.

Earl H. Dixon, 4911 Fairington Dr., died Jan. 17. He was a lathe operator at HMO, Building 17-2, before he retired in 1969.

Employee Store Specials

Class 'E' Coffeemaker

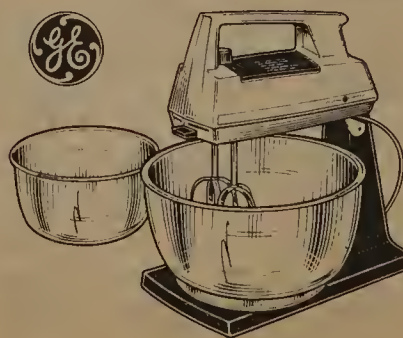
DCM10E	\$17.99
Less mail-in rebate	4.00
Net Cost	\$13.99



GE COFFEEMATIC® 10 CUP DRIP COFFEEMAKER (DCM 10)

- Brews 2 to 10 (5 oz.) cups Automatic Keeps-Warm unit. Uses disposable paper filters.

Hours: 10-5:30 M-F



GE STAND MIXER (M46)

- Select 12 indicated speeds or any speed in between. Power Head can be used as a portable mixer. Motor adjusts to varying mixing loads. Two stainless steel mixing bowls.

New Close Out

M46 Regularly	\$46.97
Now	\$34.99

Alley Chat

By Connie Houser

Weeks, Fox post week's high scores

If you bowl at the GE Club, the day to have been here to see the two top bowlers of the week was last Tuesday. The Masonic League was proud of Jim Weeks Jr. as he rolled a solid 662 series including games of 234, 213, 215. For the women, Debra Fox of the Tuesday Afternoon Ladies had a clean sweep with her 45 series.

Other news makers were Jim Plemons from the GE Office League with a fine 649. Last but not least, "What's-in-it-for-me" Gil Baker of the Small Motor League rolled a 42.

League Wrap-Up

Monday Morning Ladies		Hermetic League	
Barbara Peterson (209)	516	Emmitt Smith (215-226)	620
Aggie Hunter (196)	515	Terry Giese	225
Idred Franke (201)	510	Ralph Thomas	223
Virginia Fletchall (192)	505	Bob Bellis	214
Monday Nite Ladies		Lynn Covey	214
Jan Cook (193)	529	John Baughan	214
Monday Nite Taylor St.		Apparatus League	
Mer Asbell	220-216	Kelvin Murphy	213
Kevin Senter	217	Ed Bienz	211-210
		Kenny Rogers	210

Wednesday Owl League		TTY	
Terry Dorman	228	Missy Hunckler	180
Bud Meese	222	His & Hers League	
Jay Miller	221	Kay Thomas (192-188)	536
Ed Miller	219	Shelley Weeks	187
Rick Dunkin	214	Terri Kuntz	181
Doak Walker	210	Willard Fritz	217
Senior Citizens (Thurs & Fri)		GE Office League	
Alice Hahn (189-143-185)	520	Jim Plemons (211-224-214)	649
Hilda Marks (201)	500	Ed Fischer (210-211)	615
Ernie Garrett	242	Walt Rieger	245
Kenny Bainbridge	229	Art Keller	230
Ansel Black	211-217	Don Hitzeman	215
Small Motor League		Don Neuhaus	215
01/13/82		Dick Alfeld	211
Don Ostrowski	234	Monday Nite Ladies	
Jim Weeks, Jr.	223	Shirley Bohner (192)	508
John Thurber	213	Vi Francies	192
Vern Budreau	213	Sheila Harrington	188
Mel Guillaume	211	Paula Gerding	180
Andy Gump	210	Tuesday Afternoon Ladies	
01/20/82		Delores Fox (184-190)	545
Gil Baker (243)	642	Jeanette Cook (225)	531
John Segyde	236	Delores Benzinger (189-181)	522
Jim Witzgreuter	233	Maria Hughes (194)	514
Todd Keller	222	Pat Volkert	202
Steve Thomas	218	Virginia Bryant	200
Kirk Baker	211	Melissa Flory	196
Pete & Tillie League		Mesonic League	
Daphne Slater	204	Jim Weeks, Jr. (234-213-215)	662
Jan Reed	193		
Jan Blakeley	191		
Bob Boyce	264		
Les Palmer	231		
Mike Slater	224		

C-O-L pay hike adds \$1.9 million to Fort Wayne GE costs

December's pay raises for hourly and nonexempt-salaried employees have added approximately \$1.9 million to Fort Wayne GE's yearly operating costs, according to Tom Callant, manager of compensation.

Benefits costs rise, too

He pointed out that besides the direct additions to employees' gross pay, General Electric is now paying more into the funds supporting the various employee benefits plans, such as the GE Pension Trust and the Savings & Security Program, as well as to

the federal government for Social Security coverage.

These pay increases lift the average straight-time paid rates to \$9.57 an hour in Fort Wayne. This is 31.5 percent higher than on July 1, 1979, the day before the 1979-82 job-improvement package began to take effect.

Most hourly and nonexempt-salaried employees on the payroll since July 1, 1979, have seen about \$4,500 added to their annual earnings just as a result of general and cost-of-living pay increases.

Feb. 1 retirees look forward to hobbies, back at friends

Wanda Hitzeman will retire Feb. 1 with 20 years of service. Her first assignment was coil placer at HMO, Building 17-3. Her final job was machine set-up at GPM, Building 4-6. "I am well pleased with the pension benefits GE provides. I love all the wonderful people. It surely is a good place to work. I will enjoy my family and grandchildren. Thanks, GE."



Ronald L. Davis retires with 28 years of service. He started as a coil winder at STD, Building 26-4. His final assignment was winder at STD. "I'll take every day as it comes, except in the summer when I plan to get in a lot of fishing and boating."



Marion Sienkiewicz retires with 40 years of service. He began his GE career as a finisher of heavy wire coils at STD, Building 26-4. His final assignment was die polisher at the MTO Wire Mill.



Mellie Woolum will retire Feb. 1 with 27 years of service. She began her career in coil placing at Taylor Street. Her final assignment was coil placer at HMO. "I have enjoyed working at GE. I have appreciated the benefits, the pay and the excellent treatment I have received over the years. I plan to travel, to work in my flower garden and do the many things I haven't had time to do in the past years."



Ida Richardson retires with 40 years of service. She began her career winding stators at GPM, Decatur. Her final assignment was in mechanical repair at GPM, Building 6-4. "I plan to enjoy each day of my retirement and the benefits of the company that I spent 40 years with. It's a great place to work."



Celeste Hanke retires with 17 years of service. She started out in connect and weld with HMO. Her final assignment was stockkeeper at GPM, Broadway. "I've enjoyed working at GE and with my coworkers. I am going to enjoy my retirement, relax and do things I want to do."



Retirees who chose not to have photographs included with their announcements are: Edith Putt, finish, connect and weld at GPM, Taylor Street; Louis Wyss, bench machine operator at HMO, Building 17-2; Frank Enderle, furnace operator at SMD, Taylor Street; and Elizabeth Gentile, secretary, GPM, Winter Street; Dorothy Raucci, secretary, STD.

ADLETS

RIDE WANTED

UBURN I-69 EXIT to TAYLOR STREET, 8-4:30 p.m. Willing to take turns driving. 1-925-4054.

LBION or KENDALLVILLE AREA to BDWY, 2nd shift. 1-347-2118.

FOR SALE

0" GAS RANGE, Tappan, ex. cond., \$150. 426-6986.

PORTABLE ALTERNATOR, 2,750 watts, new, \$100 off cost. 745-5626.

SOFA & CHAIR, grn pld, \$85; dbl bed frm, matt, box springs, \$35. 483-1295.

'77 TORONADO OLDS, loaded, one owner, 48,000 miles, blue over blue, \$2,500. 747-4066.

SOFA SLEEPER, qn sz., brn & gld plaid. 637-5266.

LUMPER POOL TABLE, slate, new \$500, asking \$250. 747-0241.

'2" FOLDING POKER TABLE, dining inserts, \$150. 485-8295.

HOME, 4 bdrms, contract avail, 3 percent below bank rates. 447-5384.

AM-FM STEREO RECEIVER, Yamaha, under 1 yr., \$160. 483-3062.

'72 SKIDOO TNT, 640 CC, \$400; '73 Malibu, 350 cu., \$600, both run good. 447-3652.

TV CONSOLE, B&W, needs pic. tube, make offer. 424-6826.

'76 FORD VAN, three-qtr ton., good cond., \$1,000, good cond. 639-3775.

HALF PRIME BEEF HOLSTEIN. 300 lbs. 639-3577.

TWO BEDROOM HOME, one mile so. of GE will rent. 747-6709.

BEDSPREAD, full sz., quilted, drk red velvet, good, \$20. 637-5757.

'79 AMC CONCORD, auto, V-6, air, cruise, silver, mst sell, 749-8376.

REFRIGERATOR/FRZR, wht, good, aft. 5 p.m. 747-6788.

WANTED

EXERCYCLE; alum ext. ladder. 432-2625.

EXERCISE BICYCLE. 484-6282.

RING & PINION GEAR SET for 10 bolt Chev., 5:38 or 5:13 ratio, eves. 1-419-542-8679.

LIONEL & American Flyer trains, any cond., aft. 5 p.m. 1-724-8011.

TRACTOR TIRE CHAINS, 11x28 or longer, trade for refrig.? 447-5910.

OXYACETYLENE WELDING OUTFIT. 745-2907.

USED MECHANICS CHEST & ROLLED CABINET. 485-8661.

SERVICE

MOTHER'S DAY OUT DAY CARE, Wed. 9-3 p.m. 745-7550.

HOUSECLEANING, \$20/job, general cleaning, experienced, refs. 747-5531.

CHILD CARE in my home, full or part time, plenty of TLC, any time, north. 483-3703.

FOR RENT

ONE BDRM LOWER, new carpet, bsmt, util, \$200. 426-7729.

*ADLETS

GE NEWS BLDG. 18-3
NO ADS TAKEN BY PHONE

INDICATE TYPE OF AD HERE:

- | | |
|-------------------------------------|---|
| <input type="checkbox"/> For Sale * | <input type="checkbox"/> Ride Wanted |
| <input type="checkbox"/> Wanted | <input type="checkbox"/> Riders Wanted |
| <input type="checkbox"/> For Rent * | <input type="checkbox"/> Lost |
| <input type="checkbox"/> Free | <input type="checkbox"/> Found <input type="checkbox"/> Service |

(PLEASE PRINT NEATLY)

Ads must be received only on this form by noon Monday for publication Friday. You may submit only one adlet per issue of the GE News. No more than 40 letters per Adlet, please. Print phone number only on line indicated below. Property advertised must be available without regard to race, creed, national origin or sex.

Name _____

Address _____ City _____

Home Phone _____ Bldg. _____

* The item(s) referred to in this ad are in no way connected with any business venture

Signature _____

GPM Broadway trying to bridge recession with customer service

The market for motors made at GPM Broadway is "extremely soft," Plant Manager Pat Palmisano told about a dozen employees at a Chat and Chew session last week.

"Because of our positive response to customers' needs in recent months we were able to obtain a greater share of the available markets in both AC and DC lines. Unfortunately the economic downturn has shriveled the size of the total market," he said.

Palmisano said, "In a downturn such as this we can expect a lot of short-cycle business to come our way. These are orders we can get only by responding quickly. For that reason we must do what is necessary to meet customer delivery requirements."

Quick response means business

Broadway was able to obtain a lot of orders from IBM Austin for 1981 because of its ability to respond quickly, Palmisano noted.

And last month managers from Gast Manufacturing, an important GPM customer in Benton Harbor, Mich., told GPM employees, "We've been amazed at times at how well you have handled our short lead times."

"A lot of our customers are small companies without the means to do accurate forecasting, so sometimes they need products fast. That's why we sometimes give you such short lead times on orders for motors."

In his Chat and Chew, Palmisano emphasized the increasing importance of quality in GPM's ability to attract the business that creates jobs.

He said GPM's AC business with computer peripheral manufacturers is threatened by Japanese competitors with high quality products.

New equipment, quality circles coming to SMD Section 15

The sound of hammers pounding, saws whining and masons slapping mortar on new homes would be the sweetest of sounds at SMD, Taylor Street. But just when the long-awaited housing recovery will occur is uncertain, Plant Manager Otis Price told groups of hourly employees last week.

An upsurge in housing construction would increase demand for the heating and air-conditioning motors SMD manufactures. Right now, employment is relatively low after cutbacks in the fourth quarter of 1981.

He noted that new housing starts rose slightly in December but are still far below normal levels. "Interest rates are down, but it looks like they are going to have to stay down for a recovery to occur."

In spite of the slump, new programs are going into effect as planned. These include continuing investments to improve productivity and product quality.

'Quality . . . is now regarded as the price of admission.'

"Teletype and MPI in Oklahoma City have informed us and other suppliers that past quality performance won't be acceptable in the future."

"Today quality is not only desired by our customers, but is now regarded as 'the price of admission' to be considered a supplier. Our customers want and demand zero defects," Palmisano said.

He noted that Broadway is taking steps to provide the tools, training and quality materials production people need to do this quality work.

Investing in the business

"We should have some new die casting equipment operating in a few weeks. A rearrangement of the 4-3 DC area should help improve our productivity, and in February a new Tennco machine will be installed."

"It's vital to our business that we invest and that we each do the best job we know how to improve our quality."

Palmisano said he hopes that quality circles will help improve the quality and cost of parts that are shipped to customers.

"So far I have been favorably impressed with our first circles here. I have seen an improvement in attitudes and understanding."

"We believe in quality circles and will give every area a chance to participate. We have made progress in improving our business, but we have a way to go. We must start with understanding."

"We are adding new capabilities to our production with new end-shield and winding equipment for 18-pole ceiling fan motors," Price noted. "And we have begun to install a new energy management system to lower our operating costs."

New equipment investments such as Lucalox lighting and other smaller projects through employee efforts resulted in about \$500,000 in cost improvements in 1981.

He called on employees to help "control the controllables," absenteeism in particular. "When you are absent unnecessarily, we spend 50 to 100 percent more to get your job done. That's because we have to pull someone off another job and have others work overtime."

Section 15 will enforce rules governing unjustified time off and will have a safety observer program to maintain its safety record of going two years without a lost-time accident.



Quality Sensors, the quality circle for the AC assembly area at GPM Broadway, proposed that the company buy new air drivers, and the company has done so. Holding a sample air driver is circle leader Bill Woodard. Front row from left are Betty Adams, Margery Droege, Corine Brooks and Karen Oser. Back row: Tom Coury, facilitator, Dorothy Hartzag, Karen Omo, Ernest Armstrong and Bob McCague.

Quality circles achieve early success at Broadway GPM

Ask members of Broadway GPM's first two quality circles why they volunteered to participate, and the answers you get are as varied as the people themselves.

John Moor, a member of the quality circle called DC Quality Through Teamwork, says, "We are quite aware in our quality circle of the Japanese threat to our business. We need to spread the word."

Betty Adams, a member of the AC assembly Quality Sensors, says she joined "to make working conditions better."

"I'd like to do some things to increase our productivity, the quality of our products and to get some new tooling," says Ernie Armstrong, quality control auditor.

The Quality Sensors took their first proposal to Plant Manager Pat Palmisano and his staff a few weeks ago and convinced them to order new air drivers for the AC assembly area.

First proposal accepted

Using the quality circle techniques of brainstorming, data gathering, Pareto analysis and cause-and-effect analysis, they worked on the problem of as-

sembly rejects. They called in co-workers to supply them with information and analyzed quality control data to come up with a solution.

They identified costs associated with inefficient work flow, potential safety hazards, rework, lost and idle time, and scrap. They concluded that new air drivers would help reduce those costs and would pay for themselves over a period of time.

Their arguments were compelling enough to convince management to order the necessary tools.

It is a process that has been going on since September 1980 at Winter Street and has since spread to Broadway and Taylor Street GPM plants. Specialty Motor Department is also in the process of forming quality circles at Broadway and Taylor Street locations.

"Quality circles allow GE to make the best of its most valuable resource — its people," says Bill Woodard, leader of Quality Sensors. "GE has made it clear it intends to do some things necessary to keep our businesses here in Fort Wayne competitive. I see quality circles as a part of that effort."



Members of the DC Quality Through Teamwork circle are shown listening to an invited guest provide them with information on a problem affecting the DC assembly area at GPM Broadway. From left are: Gary Bowersock, Harold DeLong, Facilitator Doug Pipes, Leader John Moor, Mary Head and Bertha Pedersen.

Two-week vacation shutdown scheduled July 19-30

A two-week vacation Shutdown for Fort Wayne GE has been scheduled from July 19 to July 30, fiscal weeks 30 and 31.

The announcement made this week also included the 1982 schedule for the year's 10 paid holidays. The holiday schedule features seven long weekends. (See story on page 2.)

In the spring of last year, GE's Fort Wayne operations began making plans to schedule a three-week Shutdown in 1982.

"In an ordinary business year a three-week Shutdown would offer some real business advantages,"

Union Relations Manager Marv Hamilton said.

"We would have a more efficient way of scheduling employee vacations. The overtime needed to replace vacationing employees during scheduled work periods would be reduced substantially. Reduced costs would help make our Fort Wayne operations more competitive."

Business situation changes

The business forecast on which the original three-week Shutdown plans were based, in part, has changed significantly in recent

months. There were a number of shorttiming days and short work weeks in the last quarter of 1981.

Based on the current business situation and outlook, there will possibly be more lack-of-work days in 1982.

"The union pointed out in our discussions that many employees with vacations in excess of two weeks use their extra vacation to cover pay missed on temporary lack of work days," Hamilton said.

"The decision to schedule a two-week Shutdown is based on the busi-

ness outlook. It will give employees the opportunity to use excess vacation during temporary lack-of-work periods in order to protect their pay.

"This does not mean," Hamilton emphasized, "that we will not be looking at a three-week Shutdown again next year. I'm sure it will be considered."

Several additional shutdowns for individual Fort Wayne GE operations are being announced in conjunction with the scheduling of the 1982 Shutdown. Employees should check their operation's newsletter next week for this information.



General Electric News

FEBRUARY 5, 1982

FORT WAYNE, INDIANA

VOLUME 64, NO. 5



These photos show just three of many investments STD made in 1981 to improve its ability to compete for future business. At left, Stockkeeper Jan



Perry uses a new computer system to keep track of materials. Brenda Aldridge (center) hooks up transformers to a new set of computerized test equip-



ment. And at right, Don Eisberg programs a toroidal winder installed in 1981.

A record \$3.2 million invested in 1981

STD stresses customer service to improve sales

Dan Lovinger, STD general manager, said last week that customer service will be the key to growing Specialty Transformer sales in 1982.

He said economic forecasts indicate the available business in STD's market will remain flat this quarter then increase very slowly during 1982.

"We are going to have to rely on the basics of customer service to increase our sales volume in 1982," Lovinger said.

"We must design and build our products according to what the customer wants, then deliver those products on time."

Specialty Transformer made excellent progress in customer service in 1981, and we will further improve this year."

He added that STD will continue to invest in new equipment and factory rearrangements to improve efficiency and reduce costs.

Sales of STD products dropped during the first quarter of 1981 as the recession hit transformer markets. Sales then flattened at that level the rest of the year.

\$3.2 million invested

But even in a low sales year, STD invested a record \$3.2 million in the business. Those investments, coupled with relatively few disruptions in the labor force, helped boost factory productivity substantially in 1981.

Continued productivity increases are necessary for STD to succeed in the 1980's, Lovinger said.

He gave these examples of how heavy company investment in plant and equipment is helping STD achieve better productivity:

- The \$1 million Electro Deposition Paint System installed in 1981 is expected to reduce production costs significantly. It replaces five

obsolete systems whose average age is 25 years.

- Computerization of STD's business is continuing to help stockkeepers, testers, designers and others do their jobs better and more efficiently. More computer investments will be made in the coming year.

- New materials are being developed with the aid of MTO's Applied Research and Development Lab to improve the quality and lower the cost of wire insulation in STD products.

New product holds promise

In 1981 STD introduced a new product — power line conditioners. These conditioners filter out noise and regulate voltage going to the new kinds of electronic equipment customers are installing in their factories and offices.

See TRANSFORMER, Page 4.



STD's Dan Lovinger emphasizes customer service and improved productivity in business outlook message.

Company spends \$2 billion on plant, equipment in '81

"Expenditures of about \$2 billion for new plant and equipment in 1981 brought our cumulative investment for the last three years to over \$5 billion," GE Chairman John F. Welch said in announcing General Electric's preliminary and unaudited results for 1981 in mid-January.

"Total research and development expenditures were up again this year to about \$1.7 billion. And in 1981 we completed a number of key acquisitions in electronics and information services, promising areas targeted for future business development."

Sales, earnings

He said that the preliminary, unaudited results indicate that sales for 1981 were about \$27.24 billion, compared with last year's \$24.96 billion.

Net earnings were about 6.1 cents per dollar of sales, about the same as 1980.

Net earnings totaled approximately \$1.652 billion, compared with the \$1.514 billion reported for 1980. Sales and earnings increased by about the same percentage.

Sales for the 1981 fourth quarter were about \$7.56 billion, compared with the \$6.92 billion for the same quarter of 1980. Earnings for the fourth quarter of 1981 were about \$452 million.

"Looking ahead at 1982, we, like most others, are forecasting a significantly stronger second half than first half," Welch said.

"The shape of the year will, of course, be dependent upon the course that monetary and fiscal policies take, but we are optimistic that the mid-year tax cuts will lead to an increased level of activity and another good year for General Electric."

Industrial earnings improve

Industrial products revenues and earnings improved despite the low level of U.S. residential and industrial construction. Transportation systems earnings were ahead of 1980. Motors and contractor equipment results were somewhat better than the previous year.

Consumer products down

Consumer products earnings were down about seven percent on slightly higher revenues, reflecting the difficult economic conditions that prevailed especially in the last half of 1981.

Major appliance, housewares and television businesses earnings declined, lighting was up slightly, and air conditioning and audio products had significantly higher sales and earnings.

GE invests \$12 million in Fort Wayne operations

GE motor and transformer businesses in Fort Wayne invested about \$12 million in new equipment and services in 1981 after spending about \$8 million in 1980. These investments are part of a major effort to improve the productivity of Fort Wayne GE operations and the quality of their products.

In 1981 sales and earnings of the Fort Wayne motor businesses in general improved moderately from the recessionary year of 1980.

Sales growth was somewhat higher than the economy as a whole, but net income grew at less than the company rate, says Bill Seyboldt, manager of opera-

tional planning for Component Motor Division.

The current downturn in motor markets is expected to continue through the second quarter of 1982. The forecast is for business to then pick up slowly in the second half of the year.

"The greatest uncertainty in this outlook is interest rates," notes Seyboldt.

"If interest rates remain high or increase from present levels, that could put a real damper on the markets we serve."

High interest rates could, for instance, hold down new home construction and discourage businesses from investing in new equipment containing GE motors.

GPM customers tell U.S. suppliers: 'Yesterday's quality not good enough'

GPM business equipment customers in the U.S. have served notice that motor quality that was good enough yesterday is not good enough any more.

"These companies are concerned about increasing competition from the Japanese. They do not want the same thing to happen to them that happened in the U.S. automotive and electronic businesses," says Walt Riedinger.

Riedinger, GPM senior marketing specialist, attended quality meetings in December at Memorex, MPI and Digital Equipment Corp — important customers for Broadway, Taylor Street and Decatur GPM plants.

"In general, these customers feel that the quality level of all domestic motor manufacturers is unacceptable today," says Riedinger.

Defects per million

"While U.S. manufacturers still talk in terms of defects per 100 motors, the Japanese are talking in terms of defects per million."

These customers and others in the same markets, like IBM and Hewlett Packard, are not threatening their suppliers, explains Riedinger.

"They are simply saying they must demand and get higher quality in order to survive."

"What we are seeing and hearing now in the business equipment market is the leading edge of a quality revolution in the motor industry," he says.

'What we are seeing and hearing . . . is the leading edge of a quality revolution.'

"Japanese motor manufacturers including Hitachi, Oriental and Panasonic, pose a real threat to U.S. manufacturers such as Robbins & Myers, Howard, Franklin and GE.

Not only do these GPM customers compete against Japanese business equipment manufacturers, but they also buy from Japanese motor suppliers. The customers are very dependent on their suppliers to compete because they purchase over 90 percent of their parts from outside vendors like GE.

"If our customers cannot find domestic motor manufacturers who can produce the quality they need to make their products competitive, they will buy from companies who can. Then we will be left with the low-volume, small-lot business the Japanese don't want."

Riedinger explains that these customers define quality not only as a product that meets all the requirements, but also as products that are shipped in the right quantity on the exact date they are supposed to be shipped.

"Achieving quality of this high caliber will not be easy, but we must achieve it if we are to remain competitive."

Ten paid holidays add up to seven mini-vacations

Fort Wayne GE employees will receive 10 holidays off with pay in 1982 including seven long weekends. The 10 holiday dates are:

- Friday, Jan. 1, New Years Day (three-day weekend).
- Friday, April 9, Good Friday (three-day weekend).
- Friday, May 28, floating holiday; and Monday, May 31, Memorial Day (four-day weekend). For Wire Mill employees, the floating holiday will be Tuesday, June 1.

- Monday, July 5, Independence Day (three-day weekend).

- Monday, Sept. 6, Labor Day (three-day weekend).

- Thursday, Nov. 25, and Friday, Nov. 26, Thanksgiving (four-day weekend).

- Thursday, Dec. 23, and Friday, Dec. 24, Christmas holidays (four-day weekend).

In addition, Friday, Dec. 31, will be the first paid holiday of 1983 since New Years falls on a Saturday.



General Electric News

Published weekly by the General Electric Company, an equal opportunity employer, in the interest of all GE employees and their families here. May not be reproduced in whole or part without express permission of General Electric Company.

GENERAL  ELECTRIC

Chuck Welch, Manager
John Peirce, Editor
Rex Mericle, Chief Photographer
Gloria Smith, Adlets
Betty Gildewell, Proofreader
1635 BROADWAY
PO BOX 2204
FORT WAYNE IN 46801
Phone 426-7431, Ext. 3441
(Dial Comm. *8-322-3441)

Alley Chat By Connie Houser

Women wow'em with high scores

Women bowlers outdid the men this week turning in fourteen 500-or-better series. Virginia Fletchall of the Monday Morning Ladies League led the way with a super 573 series. The Tuesday Afternoon Ladies were second with Janie Fischer's 557 series. The men bowled three 600 series. Ed Fischer of the GE Office League was high for the week with a 612 series.

LEAGUE WRAP-UP

Wednesday Owl League		Friday Nite Ladies	
7/20/82		Gertie Jones	511
Bob Madden	611	(193-189)	
(21-214)			
Jan Moeller	213	GE Office League	
erry Dorman	210	Ed Fischer (230)	612
7/27/82		John Wilson	225
Jan Moeller	245	Bob Henry	219
erry Dorman	230	Art Hartman	215
Miller	214	Don Caudill	212

Senior Citizens (Thurs. & Fri.)		Tuesday Afternoon Ladies	
Dottie Younghaus (187)	535	Janie Fischer	557
Leoba Schaefer (198)	510	(200-195)	
Louise Roberts	507	Maria Hughes (184)	512
(193-210)		Delores Fox (195)	508
Gertrude Snyder	197	Louise Young	190
Ruth Doctor	189	Pal Volkert	190
Hilda Marks	187	Sandy Hernandez	182
Mill Marks	236		
Wayne Snyder	223	Jeck & Jill Mixed	
Bill York	216	Betty Sheets	554
Oral Emrick	215	(202-193)	
		Janie Fischer (207)	546
Hermetic League		Dortha Ramsey (180)	522
Brent Cleveland	222	Shirley Bohner	513
Frank Cochran	221	(185-183)	
Rick Covey	217	Carol Anderson (188)	505
Doug Haller	214	Judy McInturf	191
Harold Kamphues	213	Merle Woll	212
Bill Scott	213	Orval Ramsey	210
Ralph Thomas	212		
Monday Morning Ladies		Smell Motor League	
Virginia Fletchall	573	George Finkbeiner	221
(190-198-185)		Mei Guillaume	220
Emma Peterson	548	Larry Baker	218
(201-209)			
Jane Hartman	216	Apperatus League	
Mary Tinker	205	Mike Lipp (231)	609
Delois Smith	184	Merv Lowden	235
		Norm Pape	212



Blood donors

GPM employees engage in an informal conversation after giving blood during the Red Cross Bloodmobile visit at Taylor Street last month. From left are Janet Baller, who just gave her sixth pint; Bob Boyce, who just donated his first pint; and two long-time donors, Bill Oberwitte, who has given 46 pints, and Carl Swihart, who has given 57. Helen Avery won a \$25 gift certificate for dinner in the drawing among first-time donors. Doris Glover also won a \$25 prize for encouraging Helen to give blood. The Bloodmobile will visit Winter Street Feb. 17.

Intangibles tax prices listed

For reporting intangibles tax on your 1981 Indiana Individual Tax Return, here are the closing Dec. 31, 1981, prices to use:

- GE Stock: \$57.63
- S&S Mutual Fund: \$28.64

Superstars lead league

The Superstars, with a 10-0 record, are leading the GE Club Men's Basketball League.

They are followed by: Large Lamp, 8-2; Wire Mill, 5-5; Max Patrol, 4-6; Decatur, 3-7; and FWYC, 0-10.

GE Club bingo Feb. 13

GE Club bingo is scheduled for Saturday, Feb. 13, at 7:30 p.m.

In addition, "tax cost" for securities distributed in January under the Savings and Security Program or the Savings and Stock Bonus Plan will be furnished on the annual "tax information statement" to be issued this month.

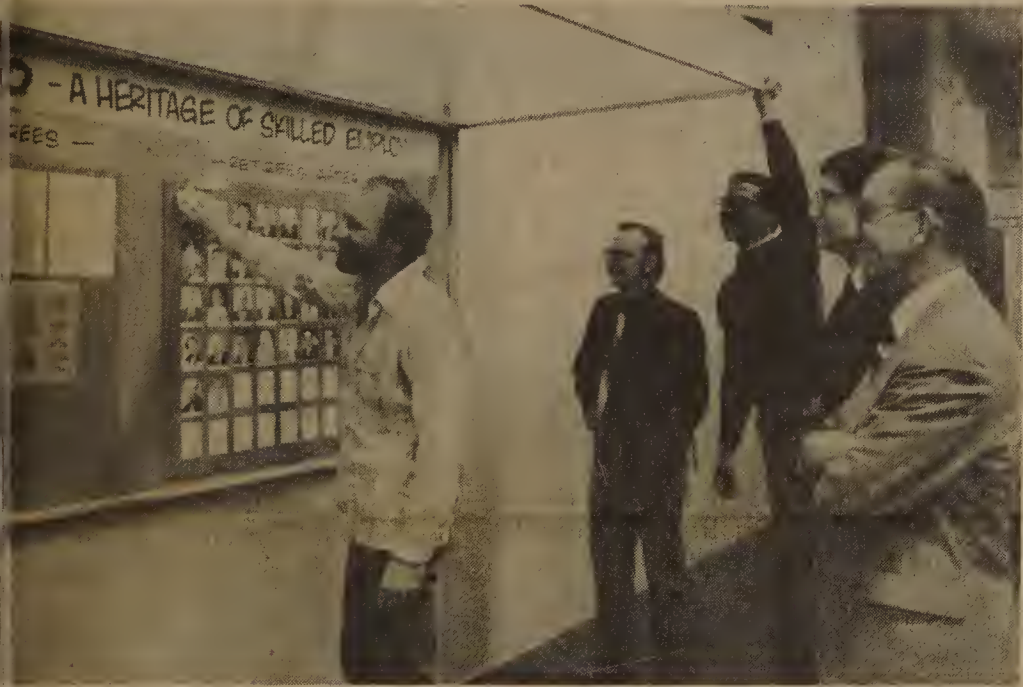
Employees should keep their tax information statements for use in filing future years' tax returns.

In memory

Richard F. Schafer, Decatur, died Jan. 26. He was a maintenance supervisor at GPM, Decatur prior to retiring in 1981.

Raymond J. Dotzer, 7304 Elzey St., died Jan. 25. He was a P&J set-up person in Building 4-2 prior to retiring in 1958.

Ralph Storm, Danville, Ill., died Jan. 23. He worked at GPM, Fort Wayne, before retiring in 1960.



Graphic artist Tim Schlie puts the final touches on a display of retirees at Advanced Manufacturing Operation. Looking on are Bill Woods, manager of AMO; Dwight Mosley, employee relations specialist; Fred Eckart, manager of employee relations; and Bob Mosshammer, IAM Lodge 70 negotiating committee chairman. The cooperative effort honors past contributors to AMO's heritage as a leader in motor technology.

ADLETS

RIDE WANTED

BURN I-69 EXIT TO TAYLOR STREET, 8-4:30 p.m. Willing to share driving. 1-925-4054.
CEDARVILLE, HWY 1 TO BDWY, 8-4:36 p.m. 627-5833.

FOR SALE

UCH, full sz., \$75; grn velvet headboard, qn sz. 483-4039.
CHRYSLER CORDOBA, sunroof, pwr, great cond., bst offer. 447-6579.
FISHING BOOTS, rubber ins., sz. 10; box, poles, wool-lined overalls. 747-5902.
Y'S 10 SPEED BIKE, 27", ex. cond., reas. 456-2305.
HIMAL GROOMING CLIPPERS; sewing mach., good. 483-4116.
IN MATTRESS & BOX SPRINGS, Sears. 432-8644.
CJ-7, ex. cond., big six, fbrgls top, burns reg., \$3,950. 1-357-5036.
MUSTANG FASTBACK, runs good, needs work, \$200. 747-2284.
UMPER POOL TABLE by Halter, 3/4" slate, best made, \$500 new, asking \$250. 747-0241.
CLID CHERRY DINING SUITE; rocker; wind-up baby swing. 456-1892.
Y SINK, GE food proc., \$40; musical cal., \$30; 20 ga/22 ga shotgun, \$90. 432-4496.
TTRESS, box springs, frame, headboard, dbl sz. 483-3373.

TIRES, 2, 950x16.5, drated, hvy dty, low miles. 625-3251.
COUCH, wood frame, \$40. 426-6827.
UPHOLSTERED CHAIR, good cond., \$10. 456-5624.
APARTMENT BUILDING, 6 units, good income. 672-3781.
TYPEWRITER, Royal manual, ex. cond., \$140; ice skates, szs. 4-10. 747-3871.
MOTO X BICYCLE, aft. 3 p.m. 485-8766.
PROJECTION SCREEN, 40"x40", da-lite glass beaded. 747-5461.
'80 KAWASAKI, 250 CC, KLX, \$650, dbl sprgs & matt., used twice, \$75. 493-1434.
SNOW TIRES on rims, A70-13 Goodyear, poly-glass, \$35/pr. 639-3404.
IBM ELECTRIC TYPEWRITER, 15", C Mod., ex. cond., \$250. 1-356-4167.
WASHER & GAS DRYER, Maytag, wht, good cond., \$150/set. 456-6002.
'80 SCORPION 440 WHIP SNOWMOBILE, 500 miles, like brand new, \$1,395. 627-2429.
REMINGTON 12 GA 3" mag, 4 shot express shells, \$8. 456-4624.

SERVICE

HOUSECLEANING, general cleaning, \$20/job, experienced, refs. 747-5531.
TAX SERVICE & BOOKKEEPING. 422-5029.
TAXES PREPARED, professional, reasonable. 456-7180.

FOR RENT

HOUSE, SE, one bdrm, all carpet, stove, refrig., \$175/mo. 424-4211.
FURN. APT., near GE & Luth. Hosp., util., \$180/mo. 747-3557.

WANTED

AIR COMPRESSOR, reasonable; trailer hitch for '79 Cutlass. 456-9429.
AQUATEX OR CULLIGAN WATER SOFTENER, used, ex. cond. & less than 4 yrs. old. 447-2189.
LIONEL & American Flyer Trains, any cond., aft. 5 p.m. 1-724-8011.
DIAMOND RING, to buy. 426-4485.

STEEL WEIGHT LIFTING BARBELLS. 484-6063.
RIDING LAWN MOWER; tire chains for Ford 8N tractor. 693-9273.
SLIGHTLY USED TABLE SAW, 8" or 10", \$100-\$150 range, eves. 432-9753.
OXYACETYLENE WELDING OUTFIT. 745-2907.
FINCHES or other small birds, good home. 484-3695.

*ADLETS

GE NEWS BLDG. 18-3
NO ADS TAKEN BY PHONE

INDICATE TYPE OF AD HERE:

- | | |
|-------------------------------------|---|
| <input type="checkbox"/> For Sale * | <input type="checkbox"/> Ride Wanted |
| <input type="checkbox"/> Wanted | <input type="checkbox"/> Riders Wanted |
| <input type="checkbox"/> For Rent * | <input type="checkbox"/> Lost |
| <input type="checkbox"/> Free | <input type="checkbox"/> Found <input type="checkbox"/> Service |

(PLEASE PRINT NEATLY)

Ads must be received only on this form by noon Monday for publication Friday. You may submit only one adlet per issue of the GE News. No more than 40 letters per Adlet, please. Print phone number only on line indicated below. Property advertised must be available without regard to race, creed, national origin or sex.

Name _____

Address _____ City _____

Home Phone _____ Bldg. _____

* The item(s) referred to in this ad are in no way connected with any business venture

Signature _____

19,000 GE people chose ROA in recent savings plans 'payout'

A total of 19,000 employees who had securities due for "payout" last month under the Savings and Security Program chose to leave all or part of them in the S&SP Retirement Option feature.

In total, securities valued at more than \$35 million went into ROAs.

With more and more Americans interested in tax shelters and building personal funds to add "extras" in retirement, GE people are asking more questions about the Retirement Option Account (ROA) under

the Savings and Security Program.

Here's a brief description of the ROA feature:

A Retirement Option Account under S&SP allows you to have the securities which would normally be paid out as a holding period ends placed in a special Retirement Option Account. These securities are held until you retire or leave the company.

During their years in your ROA, your securities change in value — up or down — with the market and earn

dividends or income which are reinvested as you instruct.

You can switch investments while your securities are in an ROA by following the rules of the program. You can also withdraw securities without penalty if you withdraw for any of the reasons specified in the program.

If you remain with GE until retirement, the value of your ROA securities can be delivered to you in one of several ways — in annuity payments, in installment payments, or

in a lump sum.

Using the ROA feature, many GE employees are building funds for a special purpose, or for extra retirement income. They also are deferring taxes until they receive the securities at which time their tax bracket may be lower.

Before making decisions about the Retirement Option feature or any other aspect of S&SP, an employee should study the program provisions in the benefit booklets, as well as in the S&SP Prospectus.

1981 prices on S&SP investments

Here is the report on average prices used in the Savings and Security Program for GE Stock, Mutual Fund, and Holding Period Interest Fund to credit participants' accounts each month in 1981.

The Long Term Interest Fund price for the last day of each month is also shown as well as year-to-date (YTD) annual income rates for both the HP and LT funds.

The prices listed in this report are used for crediting accounts but should not be used as the cost of shares or units for income tax purposes.

"Tax cost" for securities acquired under S&SP is calculated for employees according to Internal Revenue Service regulations. The figures are furnished on the annual "tax information statement" issued shortly after each S&SP payout.

Employees should read their prospectus before making any change in investments.

			Holding Period Fund				Long Term Fund	
Month	Stock Price	Mutual Fund Price	Price	YTD Annual Income Rate			Price	YTD Annual Reinvestment Income Rate
				1980	1981	1982		
Announced HP Fund Rate				10.75%	13.00%	16.25		
January	\$61.863	\$29.643	\$10.00	10.9	13.1		\$9.31	15.3%
February	63.118	28.834	10.00	10.9	13.1		9.07	15.3
March	66.580	29.905	10.00	10.9	13.1		9.19	14.8
April	66.732	30.271	10.00	10.9	13.1		8.87	14.7
May	64.688	29.861	10.00	10.9	13.1		9.07	15.2
June	65.182	30.349	10.00	10.9	13.1		8.96	15.2
July	61.085	29.563	10.00	11.0	13.2		8.70	15.2
August	58.292	29.809	10.00	11.0	13.2		8.39	15.4
September	54.185	27.698	10.00	11.0	13.2		8.32	14.8
October	54.347	27.802	10.00	11.0	13.2		8.51	14.8
November	56.906	28.419	10.00	11.0	13.2		9.42	14.7
December	58.676	28.803	10.00	11.0	13.2		9.05	14.7*

* At Dec. 31 the net current yield of the long term investment portion of the fund was 13.9%.

GPM's Ellen Hofrichter has used ROA since it began — it adds up

One thing about retirement is that "It slips up on you," says Ellen Hofrichter, a motor packer at GPM, Broadway, Building 6-4.

"My goal is to retire in a few years and travel," she says.

Helping her and 19,000 other GE people across the company to achieve that goal is the Savings and Security Program's Retirement Option Account.

"I saw right away back in 1967 when S&SP was first offered that it was a good deal. Since then the amount I've saved has climbed along with each pay raise. And the company matching payment has grown, too."

Ellen says she might have frittered her money away if she hadn't joined S&SP and saved through payroll deductions. "I took a slight cut in pay when I started, but it didn't amount to much — about a nickel an hour."

Since 1971, she has put all her 'payouts' into the Retirement Option Account where her savings continue to grow tax free until she



Ellen Hofrichter's ROA will pay off when she retires.

leaves GE. She has a nice-sized nest egg ready to hatch whenever she's ready to retire.

"I think the ROA is a good deal for anyone," says Ellen. "These days with Social Security like it is, you really can't afford not to take advantage of it."

Transformer

Continued from Page 1.

"Our two main thrusts in 1982 are:

(1) To increase sales by introducing new products and by delivering the best customer service possible; and

(2) To recover as much cost infla-

tion as we can through improved material and employee productivity," Lovinger said.

"With dedication and teamwork in these two areas, we will outperform our competitors in 1982. That's what we need to do to capture more of the total business that is available."



40 years of service

Clarence Myers (left) and Ernest Raydole recently celebrated 40 years of service with GE. Both work at GPM, Section 14, Taylor Street.

Mail, Inc.
1050 S. Anthony Blvd.
Fort Wayne, IN 46803

Address correction requested

BULK RATE
U.S. POSTAGE
PAID
FORT WAYNE, IN
Permit No. 40

(For quickest response, please mail all non-intracompany address changes directly to Mail, Inc. at the address printed above. Be sure to include both your old and new addresses indicating zip codes for each.)

20896
SEC
900 WEBSTER ST.
ORDER DIV-PERIODICAL
PUBLIC LIBRARY

GE STYLE 'n GO® HEATED CURLING BRUSH (HCB-1)

- Easy-to-use heated curling brush. No clamps or clips. "Cool touch" bristles help prevent scalp burns.



PRICE REDUCED

was \$11.69

now \$ 6.99

Clearance prices on all Symphonic Stereo Compacts.

AT YOUR EMPLOYEE STORE

1030 Swinney 10-5:30 M-F

Your heart: a precious gift on Valentine's or any day

FEB 23 1982
ALLEN COUNTY
PUBLIC LIBRARY

Sunday is Valentine's Day — the day of hearts.

It's a day many GE employees thought they would never see after they suffered a heart attack.

Ken Krider, Frank Conley and Sam Blough are three of the survivors. They are featured in a two-part series that begins today on Page 4.

But in spite of the advances of coronary bypass surgery and other remedies, not everyone gets a second chance.



Have you ever stopped to assess your chances of becoming a victim of heart disease?

According to the American Heart Association, the three major risk factors are smoking,

diets high in cholesterol and high blood pressure.

Males are more prone to heart attacks than females, but the gap is narrowing. Your risk is higher if relatives have suffered cardiovascular disease, you have diabetes or you are overweight. Lack of exercise also increases the risk.

There are things you can do to reduce the risk of becoming a heart attack victim: Reduce the intake of fats in your diet. Exercise. Have a medical examina-

tion regularly. Stop smoking.

Also, there are things you can do to help prevent others from having heart attacks or to help them recover if they do.

You can give to the American Heart Association and the Red Cross through contributions to the United Way at GE. You can give blood when the Bloodmobile visits your plant.

This year 1.5 million Americans will suffer a heart attack. Will you be one of them?

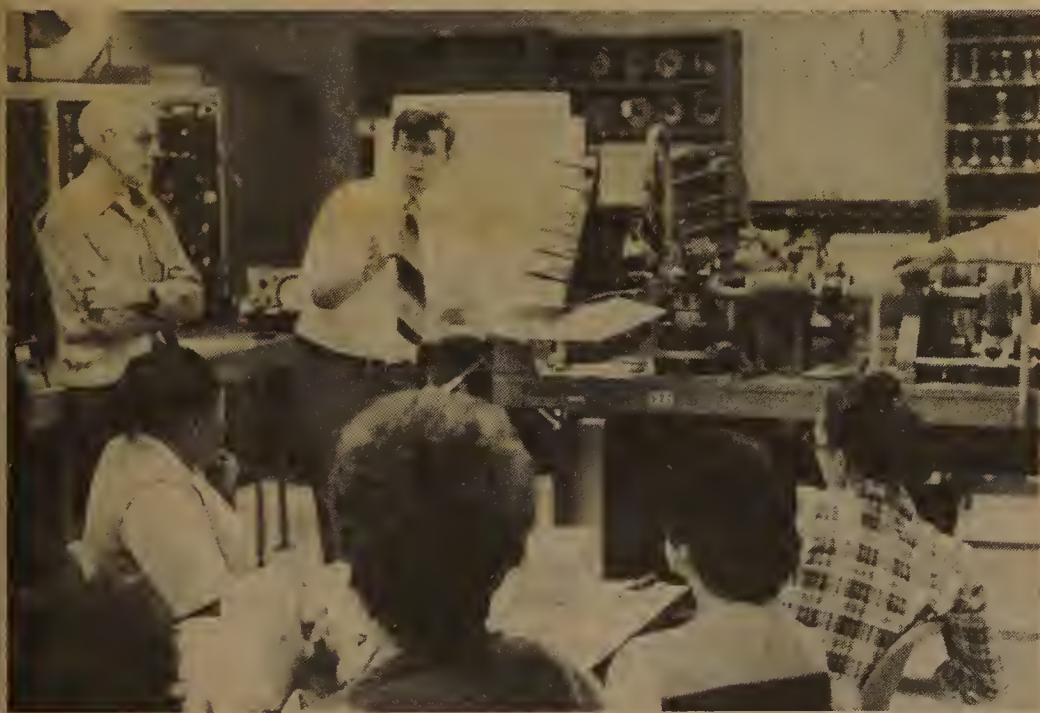
General Electric News

FEBRUARY 12, 1982

FORT WAYNE, INDIANA

VOLUME 64, NO. 6

HMO to invest \$750,000 in quality, cost improvements



Ed Evans explains HMO's performance testing procedure to employees. At left is Paul High who assisted in the demonstration.

The Hermetic Motor Operation is looking at "a tough year in 1982," says Plant Manager Larry Rybicki. Even so, HMO will invest \$750,000 in new equipment to make quality and productivity improvements that will help make the business more competitive.

"The housing slump continues to contribute to the softness in demand for our motors," Rybicki says. He does not anticipate any sort of upturn until at least mid-second quarter of 1982.

"Until then, we can expect a lot of small-lot business and must work hard on improving our motor quality so we will be prepared to gain our share of the business when orders pick up."

Meanwhile, HMO will proceed with planned investments in manufacturing processes and equipment including:

- New programmable lacing machines that will begin to arrive this month. These new machines will permit tying both ends of the stators at the same time for improved productivity.

- To improve quality of HMO stators, a new epoxy system will be installed. This system will increase bond strength and improve motor insulation.

- An automatic lathe due by summer Shutdown will provide better rotor quality through increased speed and precision.

- To preserve the quality of employee workmanship, a new stretch-wrap machine will protect rotors and stators during shipment to customers. The machine provides a better packaging at lower cost by eliminating the need for expensive cardboard packing.

See HERMETICS, Page 4.

Hermetic employees see what it takes to pass quality test

Six Hermetic Motor employees from Building 17-3 got an inside look recently at how HMO tests its motors for quality before they are shipped to customers. Plant Manager Larry Rybicki hosted his most recent Chat and Chew in HMO's Performance Test Room so employees could see how their motors are tested.

Quality Control personnel Jim Wiegman, Ed Evans and Paul High explained the importance of testing hermetic motors, both in the "sample" state as well as in final production.

Trying to win new orders

"When we make a sample for a customer, we are trying to win new orders for our motors," said Evans. "The motors we build are among the most efficient in the

world. GE is recognized as the leader in design and technology, but that is a reputation we must re-earn each time we send out an order of samples."

He explained that Paul High will take six of the first 25 samples off the line and test them. One of those motors is completely torn apart to check internally for such things as crimp height and lead connections, insulation integrity and to make sure there are no burrs on the wires.

A performance test is run on a programmed test bench so that watts (power consumed) and torque (turning force) can be measured as well as motor efficiency.

"After we test the motors, the customer runs them through a

field test under actual conditions. For instance, HMO sample motors may be placed in a compressor to run a refrigeration unit or a heat pump," Evans said.

"We may not hear about the sample motors for a year.

"If we don't get the order, it could be for a number of reasons: (1) our quality might not meet the customer's expectations; (2) a competitor may have produced an equivalent sample at a lower price; or (3) the customer may simply realize that what he asked for was not what he really needed for his compressor application."

"Even if we get the order, it is not enough to just meet the quality requirements," noted Rybicki. "Quite often a customer will take a proven design of ours

to one of our competitors to see if they can make it for less. Our design engineers and GE technology can help us get the orders, but we must be cost effective to keep them.

"The question is, can we make the motor our customer wants better and at a lower cost than our competitors day after day? We have to in order to survive against worldwide competition for our business," said Rybicki.

"The bottom line is that if we don't tie our motors right every time, or if we nick a wire here and there, all the performance testing in the world won't help us. We must produce top quality every day, deliver on time and at prices that are competitive in the marketplace."

Retirement means she'll miss new system

Chief operator Maxine Patterson hangs up phones

"The telephone is really the doorway to the company," says Maxine Patterson, who is retiring as chief telephone operator after 39 years with GE.

Twenty of those years have been spent connecting GE employees with customers, suppliers and sick children at home, fending off pranksters and taking "a lot of guff sometimes" with a smile in her voice.

"It gets hectic a lot of times. I'm sure there are people who have accused us of loafing because we don't get back to them right away while we're actually working our heads off trying to keep up."

"But I've always enjoyed the people," says Maxine. "Over the years, I've gotten to know a lot of them."

Many of the people she knows by their voice and their phone number but wouldn't recognize them if she met them face to face.

Maxine started her GE career with the Supercharger plant and has seen a lot of changes. One of the things she will miss out on because of her retirement will be the conversion to a digital telecommunications system during the 1982 vacation Shutdown.

"We're in changing times. I think the new system ought to be interest-

ing. I want to come back and see how it works out," says Maxine.

But these are changing times for Maxine, too. She and her husband plan to travel, and she looks forward to having "time for all things."

She will take with her memories of having donuts and coffee with Ronald Reagan in the 1950's and memories of keeping the phone system running with lanterns and batteries during the Palm Sunday tornadoes.

But most of all, she says, she will remember the people she has met at the "doorway to GE."



Chief operator Maxine Patterson.

Q & A

Benefits:
• S&SP pay differential for incentive workers

Q: When I recently joined the Savings and Security Program, I found out that as an incentive employee my reduction in pay was more than an equally-rated daywork employee joining the program.

The calculation I received from the payroll office showed that I would receive about \$7.84 less in gross pay per week on the average. An equally-rated daywork employee (R14) would have a program differential of 4.5 cents an hour or just \$1.80 per week.

With the company matching payment and the interest you can earn in the HP Fund (16¼%) it still pays me in the long run to join the program. I just wonder why there is such a big difference in the program and non-program rates for incentive workers.

Deane Lehman, Decatur GPM

A: You're right. There is a difference in the pay differential for daywork and incentive employees when they join the Savings and Security Program.

You're also right when you say that, in spite of the differential, you still come out ahead by participating in S&SP. The company matching payment alone makes up for the wage differential if you save a high enough percentage of your pay.

When S&SP was first negotiated for union represented employees in 1967, the same reduction in pay applied to dayworkers and incentive workers at the same earnings level. For example, at R14 on July 1, 1967, the pay differential was as follows:

	Dayworker (R-14)	Incentive at 100% (IR-14)
Non-program	\$2.65	\$2.645
Program	\$2.61	\$2.605
Cents reduction	\$0.04	\$0.04
% reduction	1.5%	1.5%

As you can see, a dayworker earning \$2.65 per hour had the same differential as an incentive worker earning \$2.645 per hour at 100% of the job rate. Each gave up 4 cents an hour or 1.5 percent of pay to join S&SP.

If the incentive worker earned more than an equally-rated dayworker, it could have put that employee into a higher differential bracket.

The percentage reduction was then equal to that of a comparably paid dayworker. For example, an R-20 earned about the same as an IR-14 at 130 percent on the standard hour plan and had the same reduction from pay:

	R-20 Dayworker	IR-14 Incentive at 130%
Non-program	\$3.405	\$3.44
Program	\$3.345	\$3.38
Cents reduction	\$0.06	\$0.06
% reduction	1.75%	1.75%

The equity for incentive workers was based on their actual pay. The reduction for an incentive worker always was the same as that of an equally paid dayworker.

As long as percentage pay increases were negotiated, this equity was maintained between dayworkers and incentive workers earning

the same amount of pay.

When cents-per-hour increases were negotiated beginning in 1970, it was not practical to administer the program in the same way for dayworkers and incentive workers.

For dayworkers, the full negotiated wage increase has been added to both the program rates and the non-program rates.

As a result, the differential between dayworkers in S&SP and those not in S&SP is the same today as it was in 1970 — 4.5 cents per hour for an R14, for instance.

But to do the same for incentive workers would have been an administrative nightmare. The reason is that there are hundreds of different incentive pay plans throughout GE. Because these incentive plans started at different times, they each had different base rates. There were no common program and non-program base rates to start from.

The only practical way to administer the program for incentive workers was to continue to reduce a percentage of gross earnings.

As a result, the wage differential for incentive workers who join S&SP today is greater than the differential for equally-rated dayworkers. However, the percentage reduction for incentive workers remains the same today as when the program was first offered.

I realize this is all fairly complicated, but that's the explanation of why things are the way they are.

Still pays to save

Now back to your other point that it still pays for an incentive worker to join the Savings and Security Program.

Let's take the example of an incentive worker at 130 percent on the standard hour plan who receives the maximum company matching payment by saving 6 percent of pay upon entering the program.

IR-14	Non-program	Program
40 hours pay	\$372.60	\$366.08
GE match	-0-	+ 10.98
Total "pay"	\$372.60	\$377.06 (\$4.46 more)

As you can see, the employee who participates in S&SP receives an additional \$4.46 in weekly "pay" invested in the employees S&SP account. Over a year this amounts to a \$232 gain.

This example does not take into account other benefits of S&SP that may make it even more attractive. For instance, S&SP savings grow tax-free during the holding period.

Also employees have a choice of four savings vehicles: GE stock, Holding Period Interest Fund, U.S. Savings Bonds and the S&S Mutual Fund.

For more information on S&SP, be sure to read your GE benefits booklets and the S&SP Prospectus.

Tom Callant,
Manager of Compensation

Q & A

Mail to: GE News
Bldg. 18-3

Name _____ Mail drop location _____

(Please fill in your name so answers to specific questions can be addressed to you.)

Alley Chat

By Connie Houser

Steve Scherer bowls 647

As we all know, the Summit City was bombed by snow last week and leagues had to cancel. But Steve Scherer of the Apparatus League was able to roll a super 647 series 255-215-177) to put him on top of the heap for the men. Just for the record, John Hauenstein of the Apparatus League missed the usual

minimum for having his name in the paper by only one pin with a 209. Boy, was John upset, but he plans to be back trying harder to make the news.

The best woman bowler of the week was Vera Anger of TTY League with a fine 202 game.

Last column for Connie

Well, this is my last Alley Chart column and I want to thank all of you for helping me over the last seven years to make the bowling news a lot of fun and a real success. I will miss all of you but plan to keep in touch by reading future bowling columns. Again, thanks for all your support.

League Wrap-Up

Apparatus League		Tuesday Afternoon Ladies	
Steve Scherer (255-215)	647	Marie Hughes (189-189)	513
Bob Kinsey	210	Pat Volkert (180)	504
Friday Nite Taylor St.		Virginia Bryant (197)	501
Paul Long	219	Friday Nite Ladies	
TTY League		Jean Cook (194)	529
Vera Anger	202	Sandy Sanders	185



Pensioner potluck March 9

Eating is only half the fun, GE Club president Duane Miller found out at the most recent Pensioner Potluck. From left at the GE Club event are Roqua Shideler, Florence Braun, Clarence Rentschler, Miller and Rolland Braun. The next potluck will be on March 9 at 11:30 a.m. and May 11.

ADLETS

FOR SALE

- 2B, SSB/AM, 40 ch., 7 mos., \$175. 747-5606.
- FREEZER, Whirlpool, 16.1 cu. ft., 1 yr., perfect. 485-5625.
- 73 BUICK CENTURY, 4 dr., air, one owner, low miles. 432-2734.
- 3E FOOD PROCESSOR, \$40; musical calc., \$30; Zonar, \$20. 432-4496.
- MUTONE HOOD, 36", cprrtne, w-exhaust & light, like new. 483-4889.
- STEREO AMPLIFIER, Nad Mod. No. 3020, 1 yr. 745-2120.
- BUMPER POOL TABLE, slate, by Halter, like new. 747-0241.
- HUMIDIFIER, Ward's, like new w-extras; GE hair dryer, ex. cond. 489-3218.
- 78 ARTIC CAT JAG SNOWMOBILE, aft. 6 p.m. 747-4340.
- GAS RANGE, 30", Tappan Gallery, deluxe mdl, ex. cond., \$175. 478-1168.
- DOUBLE BLADE ICE SKATES, sz. 12; boy's buckle boots, sz. 1. 432-8644.
- 74 PINTO SQUIRE WAGON, ex. cond., loaded, \$1,375. 422-3076.
- AM-FM STEREO w-FM antenna, Yamaha, 20 W, under 1,yr. 483-3062.
- TYPEWRITER, manual, Smith-Corona, \$30. 622-7257.
- 73 GREMLIN, V8, 3 spd, pwr, new snow tires, very dependable, \$600. 422-7723.

- SNOW TIRES for VWs etc., ex. cond., black wall. 747-2913.
- SOFA & CHAIR, grn pld, \$85; family room furn., bwn pld, \$150. 482-1295.
- TWIN MATTRESS & BOX SPRING, Sears. 432-8644.
- FIVE CANDLE ELECTRIC WALL LIGHT, beautiful, \$40. 485-0102.
- '78 GRAND PRIX SJ, loaded, 34,000 miles. 632-5584.
- HEATER, free-standing, gas burner. 749-4485.
- DOUBLE BED, springs, matt., frame, headboard. 483-3373.
- SOFA SLEEPER, qn sz., bwn & gld plaid. 637-5266.
- OLD DESIGNER HATS, straws, felts, good styles. 447-4606.
- TIRES & WHEELS, 4, 800x16.5, 8 ply. 489-9373.
- DRILL PRESS, for bench, Rockwell, 1/2", \$50; Craftsman motorized scroll saw, \$35. 447-6363.
- GAS RANGE, Tappan, ex. cond., 30", \$150. 426-6986.
- '75 HONDA, 7,000 miles, radial tires, good cond., \$1,695 or bst offer. 627-2429.

WANTED

- PONY, w-or without saddle, good w-children. 672-3793.
- HEAVY DUTY WHEELBARROW, pls, call aft. 4 p.m. 1-244-5203.
- YOUNG EWES ready to have lambs, 15. 824-2899.
- LIONEL & American Flyer trains, any cond., aft. 5 p.m. 1-724-8011.

Discount tickets for Bucketeers

Meadowlark Lemon, widely known as the clown prince of sports, is bringing his Bucketeers back to the Memorial Coliseum Friday, March 12. They will play the California Coasters in a court contest long on both comedy and basketball skills.

General Electric family members are eligible for a \$2 discount on adult tickets by using the discount coupon below.

GE discount

Tickets are \$6 and \$5 for reserved seats and children under 13 are admitted for half-price (\$3 and \$2.50). By using the coupon, you may purchase tickets for adults for \$4 and \$3.50.

Send mail order to Bucketeers, Box 5157, Fort Wayne, IN 46895, and enclose a stamped, return envelope. Order now for the choicest seats.

The coupon may be presented at the Coliseum ticket office beginning March 1.

In addition to his basketball travels, the talented Lemon also has appeared in movies and television



series, and in Home Box Office and NBC Sports World specials.

GE Discount Coupon for Lemon's Bucketeers

Name _____ Address _____

City _____ State _____ Zip _____

Please send me: _____ tickets at \$4 and _____ child at \$3

_____ tickets at \$3 and _____ child at \$2.50

Total remittance enclosed _____ Enclosed is a stamped return envelope.

In memory

Fred H. Briggeman, 810 W. Washington Blvd., died Feb. 2. He worked at Winter Street prior to retiring in 1948.

Leslie R. Logan, 2023 Riedmiller Ave., died Jan. 29. He was a plant protection officer at Winter street before retiring in 1964.

Herman F. Gebert, 1504 Swinney Ave., died Jan. 28. He was an inspector at Specialty Transformer prior to retiring in 1971.

Josephine C. Meehan, 2715 Pittsburg St., died Jan. 27. She was a Kayser winder at HMO, Building 17-3, prior to retiring in 1957.

- FOLDING CHAIRS, table, cardtable, hide-a-bed. 627-3159.
- HIGHCHAIR, good, used. 456-6902.

SERVICE

- PROFESSIONAL PHOTOGRAPHY, weddings, family & indiv. portraits in your home. 432-9753.

- HOUSECLEANING, general cleaning, \$20/job. 747-5531.
- SATELLITE CEILINGS, sprayed, textured, or glitter; dry wall. 456-3848.

FOR RENT

- THREE ROOM UPPER APT., furn., off Bdwy, near GE, utils, \$180/mo. 747-3557.

*ADLETS

GE NEWS BLDG. 18-3

NO ADS TAKEN BY PHONE

INDICATE TYPE OF AD HERE:

- ☐ For Sale *
- ☐ Wanted
- ☐ For Rent *
- ☐ Free
- ☐ Ride Wanted
- ☐ Riders Wanted
- ☐ Lost
- ☐ Found
- ☐ Service

(PLEASE PRINT NEATLY)

Ads must be received only on this form by noon Monday for publication Friday. You may submit only one adlet per issue of the GE News. No more than 40 letters per Adlet, please. Print phone number only on line indicated below. Property advertised must be available without regard to race, creed, national origin or sex.

Name _____

Address _____ City _____

Home Phone _____ Bldg. _____

* The item(s) referred to in this ad are in no way connected with any business venture

Signature _____

The survivors

STD's Sam Blough sought help in time to save his life

In many ways Sam Blough, anneal oven operator at STD, was a prime candidate for a heart attack.

His father had had heart problems. Sam smoked two or three packs of cigarettes per day. And for 26 years he had a sit-down desk job at GE. One day it all caught up with him.

"My arm kept hurting and I couldn't sleep at night," he says. "My son suggested I go in for a test. When I did, they wouldn't let me come home."

Doctors kept him in the hospital and performed open-heart surgery almost immediately.

"They told me it was a good thing I came in when I did. They said I was about to have a 'widow

maker.' That's the kind of attack that can kill you before you even realize there's something wrong," says Sam.

The surgery in December 1979 required three bypasses and a heart valve repair. Three months of cardiac rehabilitation followed.

Sam's total bill came to \$17,000. His GE insurance paid all but \$1,200, and his Weekly Sickness and Accident benefits substituted for his GE paycheck while he was away from work — about four months.

Sam says he has been doing "just fine" since his surgery.

"I gave up smoking cigarettes, and I've got to watch my weight. Otherwise I can do about anything I want except shovel snow."



Sam Blough is back to work thanks to open heart surgery.

Ken Krider was at 'death's door' before heart surgery

Ken Krider, 39 frame sample design engineer for SMD, is 60, and "in great shape."

But he remembers a time when he would go home from his sedentary work and take a nap in the evening. "Sometimes I'd go for weeks without doing any kind of exercise," he recalls.

Then came his heart attack about seven years ago. He recovered and started an exercise program, but he never was the same. He took nitroglycerin for angina pains and a few years later his health deteriorated.

"It reached a point where I couldn't even come to work. I felt I was at death's door and had left instructions of what was to be done when I was gone."

Today, thanks to coronary bypass surgery, Ken climbs the stairs to his office atop Building 4-6, the equivalent of about eight stories.

"It's a miracle" as far as he is concerned that he can ride a bike, till his garden and do all the other things he likes to do without taking any medication.

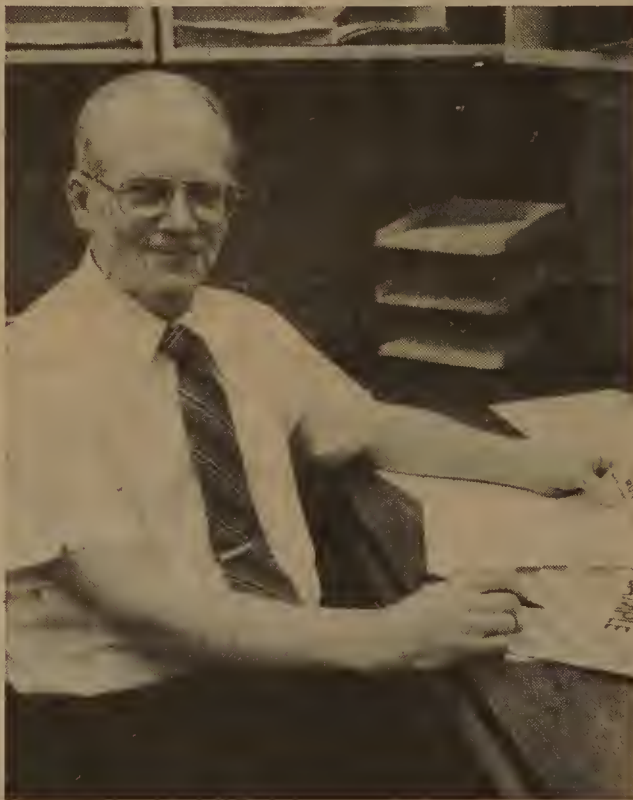
Relieved of worry

"I'm relieved of worrying. It's a real boost for your morale," he says.

It took four bypass grafts to turn Ken's health around and extensive exercise.

The heart attack had been a shock in more ways than one for Ken.

"I'd always been very healthy," he says. "In the 23 years I'd worked at GE before my heart



Ken Krider, SMD, tapped his GE insurance for about \$26,000 to cover his heart surgery and related expenses.

attack I'd missed only one day of work and that was for an extreme case of tonsillitis. I had never cost the insurance company a penny to that point."

The heart attack changed everything.

"There was no warning a heart attack was impending. I just passed out," he says.

He recovered from the attack, but seven years later the angina pains came and got increasingly worse. Bypass surgery was ordered and Ken soon got his share of GE insurance protection.

GE insurance pays the bills

"The total bill came to about \$27,000. GE paid all but about \$1,000 of it and also made up for the 10 weeks of pay I missed."

Today, Ken is back on the same job he has had for the past 23 years. "I take pride in getting the samples of 39 frame motors out fast and accurately," he says.

He also takes great pride in his new-found health. "I eat mostly poultry and don't use a lot of red meat. I don't make a religion out of it, but I watch what I eat and get plenty of exercise," he says.

"It's something a young person should think about. You should start before you reach age 30 or 40 to make sure you get lots of exercise, lay off the fatty foods and skip the tobacco. Afterwards, it's too late.

"After all," he says, "your heart is the key to your whole life."

Next week: Frank Conley, SMD, talks about the long road back from his heart attack.

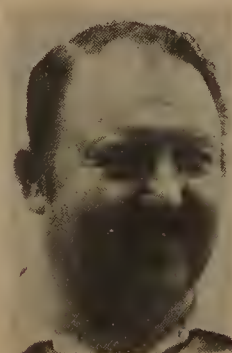
40 years of service



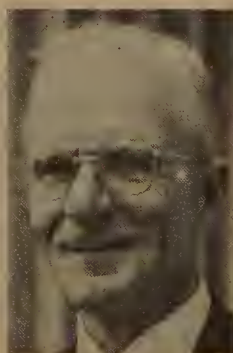
Margaret Norman
Legal services



George Michael
SMD, 4-6



Warren Langmeyer
Wire Mill/MTO



Gene Warwick
MTO/AR & DL

Hermetics

Continued from Page 1.

• A robotic materials handling device will become completely operational in coming months. This machine will lift stator cores and place them on the conveyor for loading anneal furnaces.

"We are getting the investment dollars we need to remain competitive in world markets, but we need the other part of the success equation," notes Rybicki.

"That is the cooperation and quality attitudes of the people who work at HMO. Because of the recent downturn in motor markets

throughout Fort Wayne, we have many new faces at HMO. It is important that we pull together and do our jobs right the first time."

Rybicki noted that some of the new equipment will result in reducing jobs initially but will help protect the jobs of others at HMO.

"In the long run, we hope these investments will result in business growth which could help provide more jobs in the future."

He said quality motors at reduced costs continue to be the key for HMO and all the GE businesses in Fort Wayne.

General Electric News

FEBRUARY 19, 1982

FORT WAYNE, INDIANA

VOLUME 64, NO. 7

MTO's role is assuring world motor leadership: Ehner

"When a GE motor department loses business to a competitor, we at MTO have to face reality," Bill Ehner, manager of MTO, told salaried employees last month at the annual business review meeting.

"We have a lot to do with keeping our GE product departments competitive. We buy their steel for them; we make their wire and their machines; and we move their goods. So whenever they lose, we lose.

"That's why our overall commitment for 1982 is to provide the highest quality service to our customers."

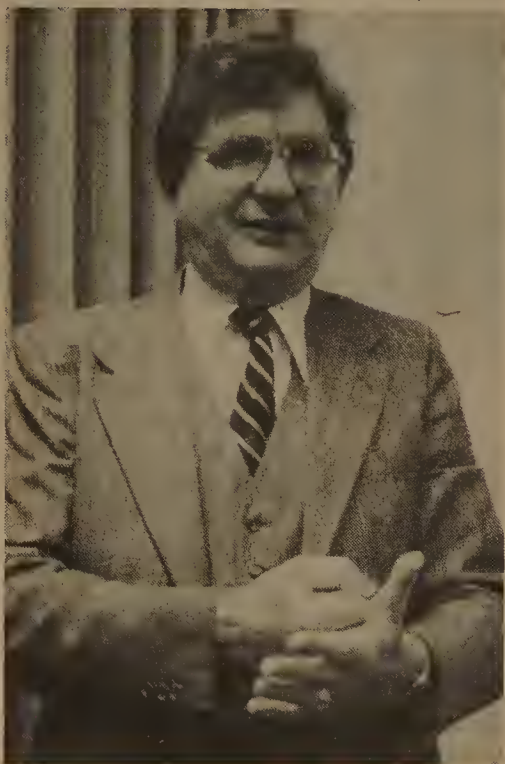
MTO invests in business

Ehner reported that the Motor Technology Operation achieved "reasonably good results" in 1981 despite a very rough economy.

During the year, MTO invested \$3.3 million in the business to improve its ability to help keep product departments competitive. MTO plans additional investments in 1982 to help maintain the role of the Motor Business Group as the world leader in motor quality.

Ehner noted that it is the objective of the General Electric Company to perform all activities with dedication to quality. For the Motor Technology Operation, that means "reaffirming MTO's commitment to quality," he said.

He pointed out that GE is not the only company putting renewed em-



Bill Ehner emphasizes quality service in business review.

phasis on quality.

Ehner and three other MTO managers recently visited Quasar, one of the Japanese companies featured in the TV documentary, "If Japan Can, Why Can't We?"

"Quasar achieved success through technology and people," said Ehner. "They didn't have a factory filled with robots or lasers, or information systems. But we saw people with a commitment to teamwork and a

dedication to quality at all levels of the organization.

Future depends on quality

"Our future and the future of our customers depend on our commitment, teamwork and dedication to quality. MTO people like those who were recognized as 1981 Quality Makers are already meeting that quality challenge through excellence in every job they do."

He emphasized the fact that MTO is tied to the success of the product departments it serves.

"We must keep in mind MTO's cost to the business. We must think of creative ways we can increase savings for the group, which is why we are here."

Service helps motor businesses

Ehner said MTO must work to become more lean and agile so that it can respond quickly to business challenges. Because the business outlook is uncertain, he said, "We must continue to restrain expenditures wherever possible."

"However, none of us can lose sight of our overall commitment to achieve quality objectives and help the motor businesses control expenses by providing the best possible service."

What MTO is doing

Here are some of the things MTO operations are doing to help GE

motor and transformer businesses compete in international markets for their products:

- **Advanced Manufacturing Operation** has made a number of technological advances in the areas of winding technology, computerized test systems and assembly systems. Such advances have made AMO the premier equipment builder of its type in the world.

- Some of the **Applied Research and Development Laboratory's** accomplishments in 1981 included: development of lamination steel that reduces energy losses, development of a lower-cost, higher-quality rotor, and acquisition of a finite element analysis system.

- The **Wire Mill Operation's** investment in taper pak packaging systems has resulted in significant productivity improvements.

- The **Transportation** operation is adapting to deregulation of the U.S. trucking industry. A major advance is the development of a computer model that aids in reducing distribution costs. A new information system was also defined and will be installed in 1982.

- **Group Purchasing** is leveraging its group purchasing capability to reduce the cost of steel and other commodities needed by the product departments. A new computerized purchasing system is contributing to the operation's overall efficiency.

AMO machine receives 'brain' transplant

Back in 1968 when Jim Jackson began operating a new Pratt & Whitney numerical controlled jig bore machine at AMO, the electronic technology being used in factories today wasn't invented yet.

Because technology is changing so fast in this age of the computer, most machines of 1968 vintage are obsolete — but not the jig bore machine Jackson has been operating for 14 years.

New computer controls

AMO sent the high-precision tool room machine out last July to have it updated with the latest in computer numerical control equipment.

"A new state-of-the-art CNC machine would have cost us close to a half million dollars," says Jack Kies, manager of manufacturing engineering. "Ours was still a good machine even though it was becoming worn after 14 years of continuous operation and the obsolete control system required frequent maintenance."

So what AMO did was to have new electronic controls "retrofitted" into the machine and the machine itself totally refurbished.

"For \$210,000 we have a like-new machine with the latest technology available. It works faster for improved productivity, and it is a

precision CNC boring machine that will give us improved quality and flexibility."

Jackson himself says the controls take up much less room because the old electrical relay system has been replaced with compact electronic equipment made by GE.

"The old controls took longer to position the machine for milling and boring," says Jackson. "The new one goes straight to the correct position, and that saves time. It also has more capability than it used to have."

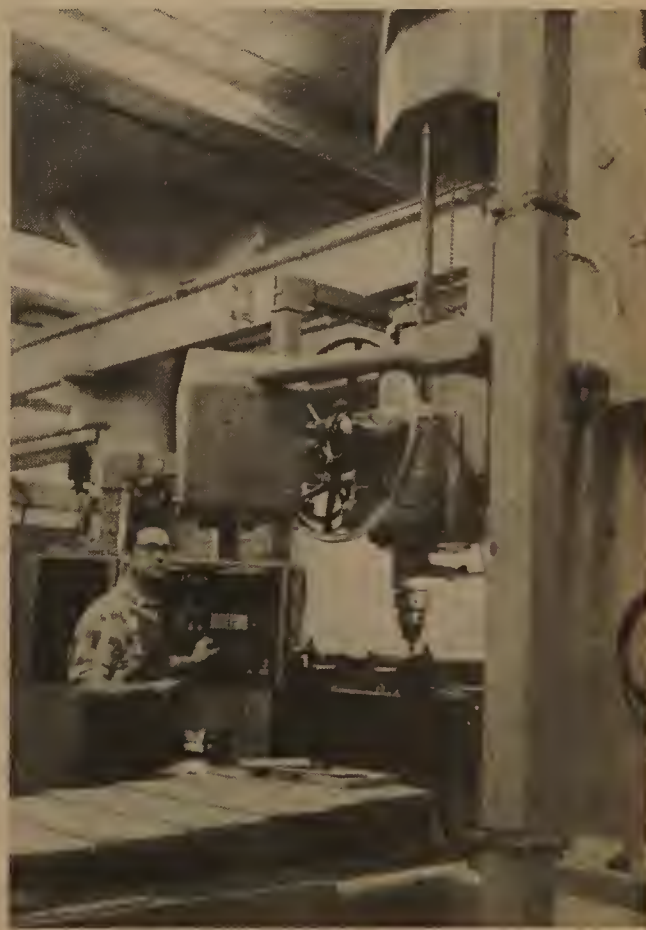
Since the machine came back to AMO with its new "brain" transplant in December, Jackson has learned about computers just by operating it and working with AMO programmers.

"I think a course in computers would help me understand my job better," he adds.

At the rate computer technology is advancing, it's unlikely the new CNC machine controls will last another 14 years before they are obsolete again.

Keeping up with such change is expensive, but it is a necessary step if AMO is to remain competitive, notes Kies.

In 1981 the Motor Technology Operation, of which AMO is part, invested \$3.3 million in the business and plans additional investments in 1982.



Jim Jackson uses computer controls to operate a revitalized jig bore machine.

SMD's Frank Conley travels long road back from heart attack

(The survivors: second in a two-part series.)

Frank Conley, SMD employee relations manager, is not the sort of person you'd expect to fall prey to a heart attack.

He had run three miles a day, five days a week for the past 14 years, played tennis, racquetball and handball, didn't smoke and was not overweight.

But there was a hidden flaw. One day last June when he was traveling on business, Frank awoke from a deep sleep at 5 a.m. with chest pains. He thought it could be indigestion, but he wasn't so sure. At the earliest opportunity he saw GE company physician Ron Barr, M.D.

Barr noted some irregularities in Frank's heart and referred him to a cardiologist.

A catheterization test revealed three main arteries to the heart were 99 percent blocked. Open-heart surgery was scheduled immediately.

Veins were taken from Frank's right leg and used to construct seven heart bypasses during the 8½-hour operation.

Heredity, stress were factors

Why Frank? His physician explains that Frank's family history includes cases of heart disease, and his job is the type that seems to increase the risk of heart trouble — a sedentary job with a lot of stress.

Frank's doctor contends his physical fitness before the operation may have kept the disease from catching up to him sooner and also is helping to speed his recovery.

Today, Frank is in the third and final stage of a nine-month rehabilitation process. He received his physician's OK to play racquetball



Frank Conley, SMD employee relations manager, works out on a stationary bike and arm exercise machine during a therapy session at the Cardiac Rehabilitation Center. The electrodes he wears allow nurses to monitor his heart's performance. The road to recovery following open heart surgery is a long one, but it has allowed Frank and others to resume an active, healthy life.

last week for the first time since his operation.

His therapy at Northeastern Indiana Cardiac Rehabilitation Center began shortly after his release from the hospital with three sessions per week, then two. Now it's down to once a week. Each session now includes bicycling, rowing and an arm exercise designed to make the heart more efficient.

"It's been comforting to know through this experience that I had an excellent insurance plan taking care of my bills," Frank notes. Relieved of financial worries, Frank has been able to concentrate fully on a full and rapid recovery.

The cost of Frank's surgery, hospital stay and therapy has gone over the \$24,000 mark, and the bills are still coming in. Because of the \$1,000 ceiling on out-of-pocket expenses covered under the GE Insurance Plan, Frank's expenses have been just a fraction of what they would have been.

Nurses who monitor therapy sessions at the rehabilitation center say they recommend that exercise bikes, walking and other forms of exercise continue to be part of a heart victim's lifestyle.

"They also tell you to watch your diet," says Frank. "I eat a lot of fish and poultry instead of red meat to

control my cholesterol level."

Patients aged 22 and up

At the rehabilitation center, patients range in age from 22 to 72 and males outnumber the females. The nurses note, however, that they are seeing more and more women undergo bypass surgery.

"I think this is going to continue as more and more women take more stressful jobs in the workforce," says Frank.

Like many who have gone through open heart surgery, Frank is quick to recommend preventive measures for people who have not yet had to face a heart attack.

Heart attack: do you know the signs?

Heart attack is the nation's No. 1 killer. It accounts for more than 600,000 deaths in the U.S. each year.

Yet the three GE employees, Sam Blough, Ken Krider and Frank Conley, featured in this two-part GE News series survived heart attacks. One reason is they knew the signals and took quick action.

The American Heart Association suggests that people of all ages learn these signals of a heart attack:

- uncomfortable pressure, fullness, squeezing or pain in the center of the chest lasting two minutes or more;

- the pain may spread to shoulders, neck or arms;

- severe pain, dizziness, fainting, sweating, nausea or shortness of breath may also occur;

Sharp stabbing twinges of pain usually are not signals of a heart attack.

If you are having this type of chest discomfort, seek medical assistance immediately.

The average person waits three hours before making a decision to seek help, and 350,000 of those who suffer a heart attack each year die before they reach the hospital.

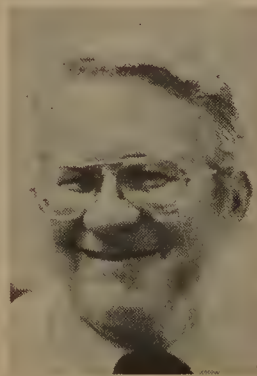
40 years of service



Robert Helmke
A/S, Bldg. 20-2



Richard Seely
GPM, Taylor St.



Richard Hensler
Wire Mill

Engineers win patents for new ideas

One way GE engineers are revitalizing America is through invention.

Seven patents were issued during 1981 to Fort Wayne inventors. Their names and the titles of their inventions are as follows:

Vic D. Barcus, SMD — Method of Assembling a Dynamoelectric Machine and an Auxiliary Cooling Device.

Edward F. Bienz, HMO — Lacing Machine Needle Guard.

Richard W. Dochterman, SMD — Motor Having Adapted Shaft and Shapt Adaptor.

Robert H. Bienz and Palmer D. Urick, GPM — Apparatus and Method for Axial Insertion of Dynamoelectric Machine End Turn Insulation.

Richard J. Habegger (Patent issued for MTO-AMO), GPM — Methods and Apparatus for Use in Producing Wound Coils and Placing Such Coils on Magnetic Cores.

Philip G. Rodenbeck and Frederick Koenig, AMO — Wire Vibration Damping Device and



**Engineers:
Pioneering America's
Revitalization**
National Engineers Week
Feb. 21-27

Method for Coil Winding Apparatus.

Eugene R. Barrett and Larry W. Straley (now in El Paso), AMO — Apparatus for Controlling the Length of Wedges.

A total of 35 patents was issued for Component Motor Division during 1981.

Signature _____

Bristow, Mosley nominated for Phillippe awards

Two Fort Wayne Motor Technology Operation employees are among the 72 GE employees nominated by operating components for the 1982 Gerald L. Phillippe Awards for Distinguished Public Service.

They are **Chuck Bristow**, second shift heat treat operator at AMO, Building 19-4, and **Dwight Mosley**, employee relations specialist, Building 19-5.

Bristow was nominated for his 22 years of distinguished service on the Adams Township Fire Department. He has served his home community as a volunteer lieutenant, captain, engineer, training officer, district chief and assistant chief.

Since 1977 he has served as chief. His efforts to protect lives and property during fire and emergency runs have resulted in his being named Firefighter of the Year several times.

A history of service

Dwight Mosley was nominated for a variety of contributions to his community. In 1980, for instance, he served as president of the Offender Aid and Restoration Program, which helps ex-offenders find jobs.

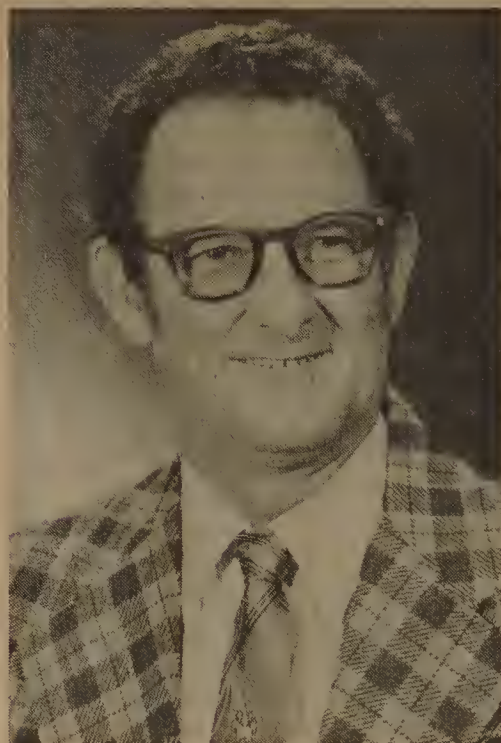
He is a member of the American Cancer Society Board of Directors, the Urban League and the National Association for the Advancement of Colored People.

He has been a deacon, Sunday school teacher, and director of youth programs at his church.

Nominees for the award come from 46 GE locations in 24 states and the country of Brazil. Each nominee will receive a certificate of recognition for public service presented by his or her general manager.

Committee will choose

All 72 nominations for the five Phillippe Awards are now under consideration by a screening committee. Final decisions on award winners will be made by the Phillippe Awards Committee consisting of John F. Welch, GE chairman of the board and chief executive officer; Phillips S. Peter, vice president for Corporate Government Relations; Arthur V. Puccini, vice president for Corporate Employee Relations; Thomas O. Thorsen, senior vice president for finance and chairman of the GE Foundation board of trustees; and William A. Orme, secre-



Chuck Bristow, AMO, 19-4.



Dwight Mosley, MTO, 19-5

tary of the GE Foundation.

Announcement of the winners is expected about March 1.

This is the 13th year of the Phillippe Awards, which are named in memory of the former GE board chairman whose death in 1968 ended

an outstanding career in public service.

The award consists of the Phillippe medallion and an opportunity to select a charitable or educational institution for a \$1,000 grant from the GE Foundation.

Board administers United Way contributions

Balloting to begin next week for five ECSF posts

HMO salaried



Tom Ahr



Doug Lehman

ECSF supports



the United Way

SMD, CSD, ECRO, group finance, legal

GPM Winter St. salaried



Karen Mallot



Vicki Walker



John Holmes



Donita Mudd

GPM Taylor St. salaried



Leon Smith



Dorry Hodgson

STD hourly



Rita Curry



Jeannette Emley

Ballots for electing five new administrators to the Employees Community Services Fund (ECSF) Board will be distributed next week with employee paychecks.

Employees are to return their marked ballots by March 5 to designated employee relations personnel.

The new administrators will replace those whose terms on the 15-member board have expired.

The ECSF Board administers the funds raised through employee contributions to support United Way agencies in Allen County. These administrators also visit many of the agencies to learn how funds are used to help people in Allen County.

\$254,000 pledged in 1981

Following the 1981 ECSF campaign, the ECSF Board pledged over \$254,000 in employee contributions to the United Way.

ECSF administrators who have completed their terms are: Matt Jones, GPM Winter Street, salaried; Sharon Sebastian, GPM Taylor Street, salaried; Ed Evans, HMO salaried; Ada Jackson, STD hourly; and Ray Franke, SMD salaried.

Mail, Inc.
1050 S. Anthony Blvd.
Fort Wayne, IN 46803

Address correction requested

(For quickest response, please mail all non-intracompany address changes directly to Mail, Inc. at the address printed above. Be sure to include both your old and new addresses indicating zip codes for each.)

BULK RATE
U.S. POSTAGE
PAID
FORT WAYNE, IN
Permit No 40

General Electric News

Published weekly by the General Electric Company, an equal opportunity employer, in the interest of all GE employees and their families here. May not be reproduced in whole or part without express permission of General Electric Company.

GENERAL  ELECTRIC

Chuck Welch, Manager
John Pelrce, Editor
Rex Mericle, Chief Photographer
Gloria Smith, Adlets
Betty Gildewell, Proofreader
1635 BROADWAY
PO BOX 2204
FORT WAYNE IN 46801
Phone 426-7431, Ext. 3441
(Dial Comm. *8-322-3441)

20894
SEC
FT WAYNE IN
900 WEBSTER ST
ORDER DIV-PERIODICAL
PUBLIC LIBRARY

General Electric News

FEBRUARY 26, 1982

FORT WAYNE, INDIANA

VOLUME 64, NO. 8

Taylor-Winter consolidation responds to sales slump

Consolidating GPM's Taylor Street and Winter Street plants into one operation will be "quite a job" says Dick Habegger, manager of the newly formed Taylor-Winter Operation.

"Managing as one operation, two plants that have distinct product lines will not be easy," he said. "But, as we look to the future, we will gradually come to think of Taylor-Winter as one operation, focusing on commonality and standardization."

The recession which has hurt all Fort Wayne GE businesses was the driving force behind the consolidation. In response to the loss of sales volume at both locations in the past, GPM has had to adjust production and salaried personnel, and now has announced this organizational change which will result in the reduction of management positions as well.

Habegger noted that GPM has made a massive infusion of investment in both plants over the past several years which will position the business for the future. But the facilities are underutilized currently and for the near future, as the order outlook is not very rosy.

Conditions vary by product line

The Winter Street hermetic operation produces stator and rotor parts. These parts are sold to customers who build them into hermetic compressors for commercial refrigeration applications. They end up in establishments such as McDonalds, Wendys and small convenience food stores.

"As you drive through Fort Wayne, or any



Dick Habegger, manager of the newly-formed Taylor-Winter Operation, explains GPM's reasons for the change.

other city in the United States, you would have to agree that there really isn't a shortage of these types of restaurants or convenience stores," says Habegger. "Hence a building boom requiring our product is not anticipated."

Another trend in the compressor industry is a move toward vertical integration. A few years

ago Copeland, located in neighboring Sydney, Ohio, accounted for about one-third of the Winter Street hermetic output.

Today, Copeland manufactures its own motors, utilizing Winter Street for the "cats and dogs" and for covering its peak manufacturing cycles.

Taylor Street outlook flat

The outlook is also flat for Taylor Street, which builds the 40 frame motor to serve the industrial and commercial markets, including products which drive pumps and fans.

Over the past year and a half, this business has successfully squeezed the most out of a slack market by responding to short cycle orders. It will continue to do so in the future, but Habegger indicates that future line rate adjustment may still be necessary.

Elaborating on the consolidation, Habegger noted that the current transition of the 140 frame motor production to Taylor Street is an excellent example of achieving economies of scale by pooling resources.

Prior to the 140 frame transition, which will be completed in the second quarter, both plants manufactured a motor for essentially the same market — motors which performed identically in the customer's product, but only looked different because they were manufactured in two different Fort Wayne facilities.

"Currently, 50 percent of our Winter Street industrial motor capacity is being dedicated to building the 140 frame product and will continue

See TAYLOR-WINTER, Page 4.

SMD's Joseph urges United Way to consider impact of technology

The tiny microprocessor chip will bring sweeping changes in the way businesses operate and in the way people do their jobs, SMD General Manager Marcel Joseph recently told United Way leaders.

"By anticipating these changes, the United Way of Allen County should be able to develop the programs and plans that will serve the needs of people in the 1980's," he said.

Joseph was one of several speakers at a 1980's outlook seminar for the United Way at the Indiana-Purdue University campus Feb. 12.

He said computers are already in the offices and on the shop floor of many businesses in Allen County, including GE.

Competition drives technology

The driving force behind this technological change is the need for businesses to improve productivity and quality to stay competitive in world markets.

He noted that the Japanese have risen to their current status as a world competitor because they have had the courage to invest in new

technology and apply it. Today Japan has the most modern stock of machine tools, with two-thirds being less than 10 years old. By contrast, the U.S. has the oldest equipment among the industrial nations with only one-third being less than 10 years old.

Change is matter of survival

"The competitive realities of world markets will force technological changes on those businesses that want to survive as healthy enterprises. These changes will affect areas like Fort Wayne with its heavy base in industries relying on electrical and mechanical manufacturing technologies."

Time is running out for some industries, Joseph said. They are faced with three choices: they can automate their plants, move their facilities elsewhere, or get out of the business they are in.

"Whenever we at GE have a choice, we will choose to automate to stay competitive here," he said.

He noted that the process of change is already under way at GE

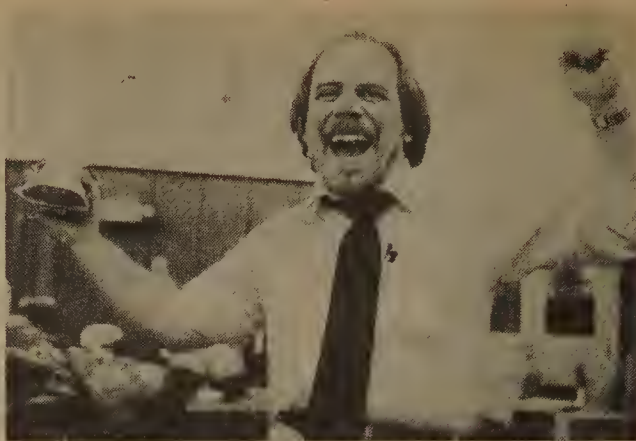
See TECHNOLOGY, Page 4.



SMD General Manager Marcel Joseph shares his insights into technological change during a brainstorming discussion with United Way volunteers and community leaders. At right is retired SMD employee Lloyd Stubbins.



A Red Cross nurse explains the procedure to **Connie Lee**, Winter Street hermetics, just before Connie gave her first pint of blood ever. "Coming in the door was the hardest part," Connie said about her first donation. "I probably will do it again."



Glenn Richards, a member of the hourly labor control team, admittedly hammed it up a little, but he was elated about giving his first pint of blood on his third try. "A vein collapsed the first two times I tried giving blood," he said. "It's worth a little discomfort when you know you may be helping to save someone's life. Someday I may count on somebody else's blood to save me or a member of my family."



Lois Oetting, hermetics, has her blood pressure checked by Susan Cashen, R.N., prior to donating her first unit of blood. She admits she was a little nervous about the experience but said afterward she probably will do it again. "I know they're short and need the blood. I think that's why so many gave blood this time," she said.

First-time donors help boost Winter Street blood drive

Twelve Winter Street employees ventured into the cafeteria to give blood for the first time last Wednesday during the Red Cross Bloodmobile visit.

A total of 76 employees turned out for one of the most successful blood drives at Winter Street in recent years. Of the 76, 63 gave a full pint, two were unable to give a full pint and 11 others were de-

ferred for weight, medical or other reasons.

Marcia Robbins, director of the Allen-Wells Chapter Blood Services, said the turnout at Winter Street was impressive.

"We've had to cancel some of our Bloodmobile visits this winter because of the snow and that has put a strain on our efforts to keep adequate supplies of blood on

hand," she said.

She said the need for blood in Fort Wayne is rising. That's partially because Fort Wayne has become a regional center for heart surgery, burn patients and cancer treatment.

"Cancer patients are very high users," she said "as are people who need kidney dialysis."

Burn patients also use a lot of

plasma, one of the components of blood.

The Red Cross collected 65,000 units (pints) of blood last year. This year's goal for the 36-county region is 70,000 units. Last year, GE donors contributed 1,008 units to the blood drive.

The Bloodmobile will visit East Broadway on March 30 and West Broadway on June 16.

S&SP insurance participants to receive 60% refund

The year 1981 was another bargain year for most participants in the Savings and Security Program's Life Insurance Option.

About 23,000 eligible participants soon will be receiving a 60 percent refund of premiums they paid for 1981 coverage under the option. The option provides substantial life insurance coverage at favorable rates. The refund makes the rate even more favorable.

The refunds will total more than \$4.7 million. They come as a result of favorable experience under the insurance option during 1981.

Walt Nielsen, of personnel accounting, said last week that here in Fort Wayne more than 300 employees will be receiving refund checks.

Those eligible for refunds are employees who made contributions for S&SP life insurance coverage in 1981 and were still actively participating in S&SP in December 1981.

Checks due in March

Refund checks are scheduled for delivery in March.

Under terms of the S&SP life insurance option, a portion of the contribution by participants may be refunded when the financial experience of the insurance option is favorable.

Under S&SP, participants can earmark 1 percent of their pay for the special S&SP life insurance as part of their S&SP investment. The insurance deduction along with other S&SP investment dollars — up to 7 percent of earnings — is eligible for a company 50 percent matching payment.

Here is an example of how the S&SP insurance program would have worked for an employee who earned \$18,000 in 1981 and contributed 1 percent of pay for the entire year:

- The employee would have paid 1 percent times \$18,000 or \$180 for S&SP life insurance.

See INSURANCE, Page 4.

S&SP insurance: you can't beat it

Henry Williams, lathe operator at Hermetic Motor, Building 17-1, is one of more than 300 Fort Wayne GE employees who will receive a partial refund in March of the S&SP insurance premiums they paid in 1981.

With two children at home, aged 10 and 11, Henry decided last year he needed extra life insurance, even though he is automatically covered with two times his annual pay through the GE Insurance Plan.

"I don't think you can beat the GE deal through S&SP on life insurance," he says.

"I've been in S&SP since 1976 and take advantage of the full 10 percent of pay I'm allowed to save under the plan. I figure even the extra 3 percent of pay I save without getting a company match is better than spending it."

"The plan offers me four different ways to save (Holding Period Interest Fund, GE Stock, U.S. Savings Bonds, and S&S Mutual Fund). And I know if I need money for an emergency I can get it — but I don't plan to use it for that if I can help it."

Henry says his main purpose for saving right now is to finance his children's education.

One percent of pay for insurance

Late last year he chose to switch 1 percent of his pay that was going into savings to the S&SP life insurance plan. He still receives the company matching payment for that portion of his pay that goes to insurance.

"I've compared the cost of this plan to others, and I don't think you can beat it. I'd urge people to look at it. I think a lot of people could help themselves in the long run."



Henry Williams, lathe operator at HMO, looks forward to a 60 percent refund in March of his 1981 S&SP insurance contributions.

Since Henry contributed \$29 to insurance last year, he will receive a check in March for 60 percent of that amount, or \$17.40. In addition, his \$29 was matched during the few months he was in insurance. Employees who contributed for the full year will receive larger refunds.

Alley Chat

Maria Hughes bowls new high of 625

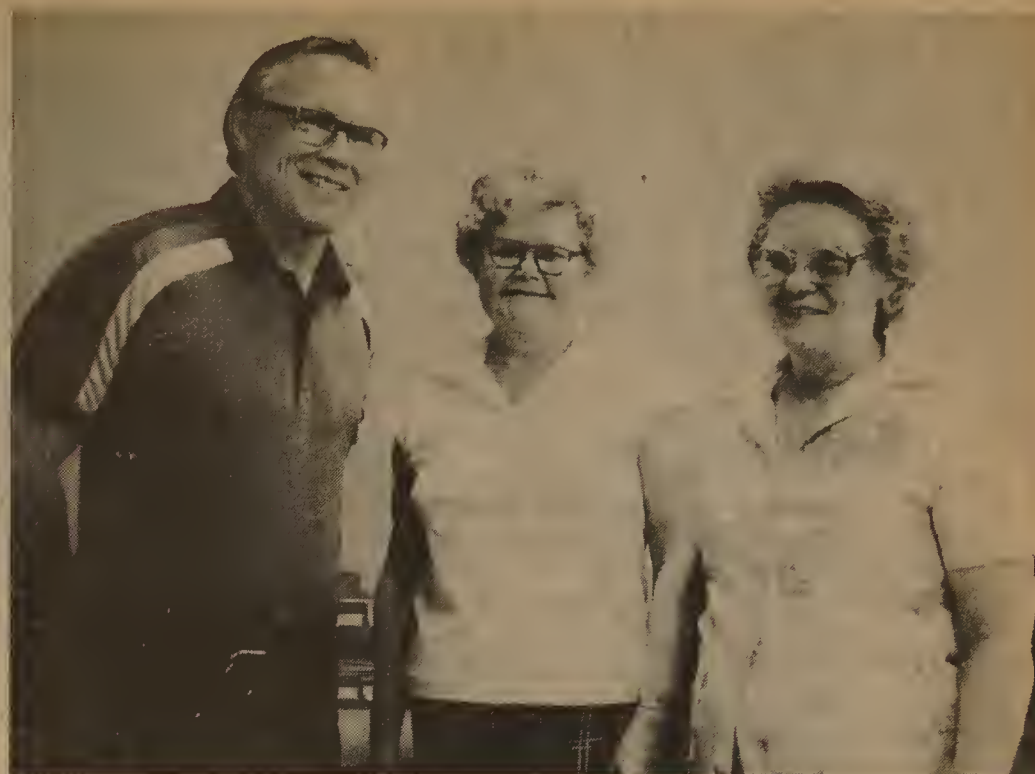
Maria Hughes of the Tuesday Afternoon Ladies League rolled a new season high for women, with games of 198-225-202 for a 625 series.

Also in the spotlight last week was Rick Slatton who picked up a difficult 8-10 split.

League Wrap-Up

Monday Morning Ladies	
Nellie Tappmeyer	192
Jayne Hartmen	189
Connie Wills	189
Rose Maidens	183
Monday Nite Ladies	
Vi Frances (206)	536
Bobbie Refeld (182-222)	530
Shirley Bohner (184)	504
Vicki Wagner	194
Venus Fann	184
Tuesday Afternoon Ladies	
Delores Fox	520
Maria Hughes (200)	515
Jayne Fischer	183-187
Virginia Bryant	183
Wednesday Owl League	
Terry Dorman (256)	630
John Rizzo	212
Dan Moeller	211
Small Motor League	
Wayne Sprat (237-233)	630
Vern Doehrman	226
Laz Szabo	213
Dave Knepple	212
Larry Loe	210
Sanlors	
Hilda Marks (196)	535
Gertrude Snyder (184)	529
Hilda Marks (190)	503
Gladys Wright	183
Scudder Chaney (223-257)	636
Leon E. May	213
Joe Gunkle	209
Willie Garman	201
Apparatus League	
Norm Pape (232)	607
Bob Schueleke	219
Paul Boedeker	218
Paul Stemmler	213

Emmaus League	
Art Howard (213-242)	635
Forrest Butts	213
Norma Howard	185
Lois Frede	180
Ladies Friday Nite	
Sandy Gerdorn (198-219)	556
Elde Saylor	212
Bessie Shields	208



40 years of service

These three GPM, Broadway, employees recently celebrated 40 years of service with GE. From left are Homer Ray, Frieda Hartman and Doris Hicks.

January prices on S&SP investments

Here is the report on the average prices for GE Stock, Mutual Fund, and Holding Period Interest Fund used under the Savings and Security Program to credit participants' accounts in January.

The Long Term Interest Fund price for the last day of the month is also shown, as well as year-to-date (YTD) annual income rates for both the HP and LT Funds.

The announced rate of interest for the Holding Period (HP) Interest Fund was 10.75 percent in 1980, 13 percent in 1981 and 16.25 percent in 1982. Shown below are the actual rates applied to HP Fund accounts.

Month	Stock Price	Mutual Fund Price	Holding Period Fund YTD Annual Income Rate			Long Term Fund YTD Annual Reinvestment Income Rate	
			Price	1980	1981	1982	Price
January	\$58.075	\$24.957	\$10.00	11.0	13.2	16.5	\$8.95 14.7%

* At Jan. 31, 1982, the net current yield of the long term investment portion of the fund was 14.3%.

Elex sponsors World's Fair trip

The Elex Club will sponsor a 7-day bus trip to the World's Fair in Knoxville, Tenn., July 18-24 during Vacation Shutdown for GE employees, retirees and their guests.

Cost of the tour will be \$346.75 per person with two people to a room. This will cover transportation, six nights' lodging, two fair admissions, admission to the JFD Lanier Home in Madison, Ind., ticket to the Stephen Foster Story musical in Bardstown, Ky., a ticket for the Belle of Louisville paddlewheel boat ride in Louisville, and a travel insurance policy.

Highlights of the tour are as follows:

July 18 — Leave Fort Wayne at 6 a.m. and visit the Lanier mansion in Madison, home of the Civil War financier. The bus will also stop at the giant Floral Clock in Frankfort, Ky., and Danville's historic Consti-

tution Square. Spend the night in Somerset, Ky.

July 19 — Leave for the fair at 8 a.m. and stay until late afternoon.

July 20 — Another day at the fair where there will be international exhibits, parades, celebrity entertainment and sporting events.

July 21 — Visit Cherokee, N.C., and the Oconaluftee Indian Village, then to Tallulah Gorge, the Grand Canyon of the South. Dinner in the Bavarian-styled town of Helen, Ga.

July 22 — Visit Lookout Mountain near Chattanooga, Tenn.

July 23 — Tour goes north to Bardstown, which inspired Stephen Foster to write the song "My Ol' Kentucky Home."

July 24 — Lunch and paddlewheel boat ride in Louisville. Return to Fort Wayne late evening.

For information contact the Elex Club office, Ext. 3555.

In memory

Lola M. Brunner, 7312 Shady Lane, died Feb. 8. She was a parts processor at STD.

Ellen E. Raby, 128½ Williams, died Feb. 18. Prior to retiring in 1949 she worked in Building -2, SMD.

Eveline E. Best, Markle, died Feb. 16. She worked at SMD prior to retiring in 1964.

Mervil C. Lowden, New Haven, died Feb. 3. He was a toolmaker at AMO, Building 19-3, prior to retiring in 1981.

ADLETS

FOR SALE

OUCH, DR table & 4 chrs, girl's bedrm set, 5 pcs.; TV, studio chair, radio, lamps. 424-0410.

ORONET, WW II Elk horn, very good cond., \$150. 447-3652.

URLITZER ORGAN, 2 manual Spinnet, 13 pedals, Model No. 4410. 485-8866.

4 FORD, PS, PB, AC, good cond., \$425. 897-2434.

DUSE, 3 bedrm., basement, fully insulated, \$10,000. 447-2280.

REFRIGERATOR, 3 yrs. old, \$270; water bed, king sz, extras, \$170. 484-2761.

RES, two B50 x 13; Cragers, four 13". Never on car. 639-3119.

NOV TIRES, 14" on GM rims, \$45. 447-9891.

READMILL EXER., Sears; GE 30" rangehood; old Playboy mags., mornings. 547-4422.

ASHER & DRYER, automatic, ex. cond., \$100. 485-8322.

ASHER, Kenmore, white, needs repair; GE dishwasher. 747-0231.

LOVE WOOD, ash, no splitting nec., delivered, \$90. 422-7922.

GAUGE SHELLS, 1 box Expr. Magnum 3", \$6. 456-4624.

JMPER POOL TABLE, 3/4" slate; Glastron fish & ski boat, 15'. 747-0241.

FURNACE, American Std. gas hot water, L.P. home use. 636-7264.

CHIHUAHUA PUPS, male, 7 wks old, brown and black, \$50. 622-7413.

SPRINGER SPANIEL, AKC Reg., male, black and white. 424-0221.

GIRL'S CLOTHES, Izod and Penneys, sz. 14, ex. cond. 672-3447 after 4 p.m.

'73 PLYMOUTH station wagon, full power. \$695 neg. 485-1119.

MOTO X BICYCLE, 485-8766 after 3 p.m.

FIREWOOD, \$45 a rank. 639-6529.

STINGRAY DIRT BIKE, boy's Schwinn, black, like new, \$70. 493-4779 p.m.

HUMIDIFIER, 10 gal. Sunbeam, 3-speed Humidistat, \$50. 747-7352.

HEATER, free standing, gas or wood plus heat saver. 749-4485.

REFRIGERATOR, 24" avocado SxS, \$350; Pot-scrubber dishwshr., \$200; Cooktop, \$50; all GE, ex. cond. 672-3659.

WANTED

TRAINS, Lionel and Amer. Flyer, any condition. 724-8011 after 5 p.m.

RING & PINION GEAR, GM 488. 1-665-5603.

FENDER, '70 or '71 Monte Carlo, driver side. 485-8766.

BABY DRESSING TABLE, good cond. 426-5586.

OXYACETYLENE WELDING OUTFIT. 745-2907.

GOLF CLUBS, ladies' long or ladies' wt. men's length. 745-2907.

GOLF CLUBS, women's set. 485-1872.

FIREPLACE WOOD, needy family can cut trees, haul. 474-6264 or 747-1270.

SCANNER. 747-5902.

SERVICE

GENERAL CLEANING, apartment or house, \$20. 747-5531.

PHOTOGRAPHY, fam. & indiv. portraits in your

home, weddings, etc. 432-9753.

APPALOOSA STALLION SERVICE, \$150. 749-8209 or 1-488-3397 after 6 p.m.

ROOFING, siding, concrete, etc. 446-0603 or 637-5927.

RIDERS WANTED

DRIVER to fill car pool, 1st shift, Huntington to Broadway. 1-356-1586.

*ADLETS

GE NEWS BLDG. 18-3

NO ADS TAKEN BY PHONE

INDICATE TYPE OF AD HERE:

- | | |
|-------------------------------------|---|
| <input type="checkbox"/> For Sale * | <input type="checkbox"/> Ride Wanted |
| <input type="checkbox"/> Wanted | <input type="checkbox"/> Riders Wanted |
| <input type="checkbox"/> For Rent * | <input type="checkbox"/> Lost |
| <input type="checkbox"/> Free | <input type="checkbox"/> Found <input type="checkbox"/> Service |

(PLEASE PRINT NEATLY)

Ads must be received only on this form by noon Monday for publication Friday. You may submit only one adlet per issue of the **GE News**. No more than 40 letters per Adlet, please. Print phone number only on line indicated below. Property advertised must be available without regard to race, creed, national origin or sex.

Name _____

Address _____ City _____

Home Phone _____ Bldg. _____

* The item(s) referred to in this ad are in no way connected with any business venture

Signature _____

Taylor-Winter

Continued from Page 1.

at that pace until the last one is manufactured in March or April, thus utilizing the existing tooling and equipment at its optimum efficiency."

Habegger added that, "Meanwhile, the GPM marketing organization is working hard at obtaining orders for 180 frame motors — a product recognized in the marketplace as a leader in application and quality — to fill in the schedule voids after the completion of the last 140 frame motor."

Habegger made it clear that the Taylor-Winter consolidation is a long-term commitment to making GPM more competitive in Fort Wayne. He noted that the two plants already have much in common, including some of the raw materials they use, such as aluminum and lamination steel.

"Through integration of the material organizations into one unit, the safety stocks of select materials can be reduced in the future. This will cut the total carrying cost of inventories, which have been driven higher by the high prevailing interest rates," Habegger said.

'The Taylor-Winter consolidation represents an aggressive response to current economic conditions while positioning the combined businesses to meet the opportunities of the future.'

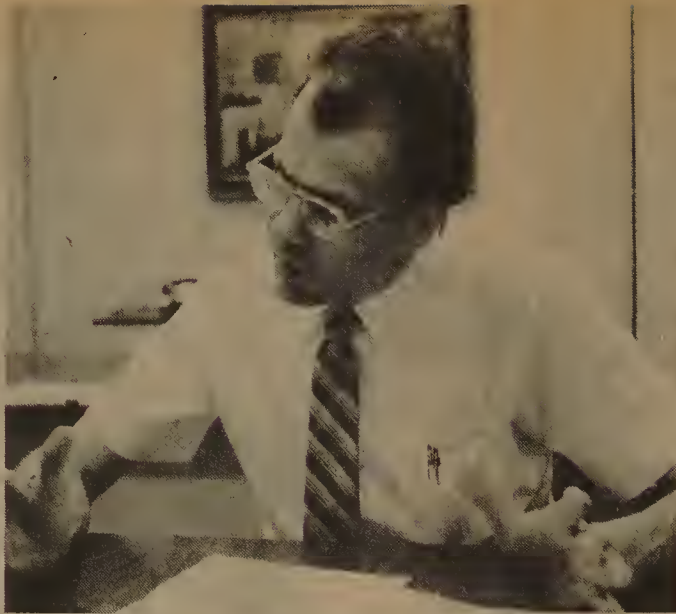
Habegger said that the consolidated operation will also be looking at new investments which were not economical prior to the consolidation.

For example, the Winter Street operation recently introduced a rolled steel shell product, which requires purchase of the rolled steel enclosure from an outside source, since the volume does not warrant the investment in equipment.

In the future, new shell-making technology, coupled with a close working relationship between the two plants, may justify the acquisition of new equipment for the in-house production of Winter Street, as well as Taylor Street shells.

In the meantime, the Taylor-Winter Operation will be scrambling for all the business it can get during the current recession.

"This will mean a lot of short-cycle business in both plants, causing the need for occasional overtime as we try to respond quickly to the cus-



Dick Habegger stresses that the Taylor-Winter consolidation is a long-term commitment to making GPM more competitive.

tomers orders."

Overtime, although highly unpopular in a period when people are being laid off, is necessary for several reasons. "Because, in these times, the nature of our business is short cycle and the mix swings are broad, we cannot bring the specialized people off lack of work quickly enough to react to the orders," Habegger said. "Production workers have responded excellently in the past to cover for the unexpected, and we anticipate that they will continue to do so in the future."

"In a downturn, as we are in now, we really appreciate the versatility and experience of our people. In many instances, there is not enough work to justify a full-time person on some jobs, but thanks to the experience and dedication of our employees, job combinations have been successful."

In summary, Habegger said, "The Taylor-Winter consolidation represents an aggressive response to current economic conditions, while positioning the combined businesses to meet the opportunities of the future."

Quality effort key to recovery

"People are our most valuable resource, and the consolidation provides the opportunity to realize the full potential of this resource. A quality effort from everyone is the key to preparing ourselves for the economic recovery on the horizon, and we are confident that our GE team can do the job."

S&SP insurance

Continued from Page 2.

- During the year, GE would have added a matching payment of \$90 (50 percent of \$180) to the employee's S&SP savings account.

- In March 1982, the employee will receive a refund of 60 percent of the \$180 paid into the program, or \$108.

In summary, the employee paid \$180, but will have received \$198 (\$90 GE match plus \$108 refund).

The amount of the refund may vary year to year and is not guaranteed.

Coverage based on age, pay

If you elect insurance as one of your investment choices, the amount and duration of benefits payable to your beneficiary of record will be based on your age and final year's insurance savings as shown in this table.

Your beneficiary will get annual benefits

If your age at death is:	Equal to your final year's insurance savings TIMES:	For this number of years:
Under 30	60	40
30-34	60	30
35-39	55	18
40-44	45	13
45-49	35	8
50-54	30	5
55-59	30	3
60 or over	30	2

Age at death means the age you would have been on Dec. 31 of the year of your death. Final year's insurance savings means the savings you put into insurance during the one-year period just before your death. Adjustments are made if there are one or more weeks in which you had no savings.

Those who would like to know more about the S&SP life insurance option should check the GE "Employee Benefits Plan Document" and "Summary Plan Description" booklets as well as the current "S&SP Prospectus." Plant employee relations personnel and personnel accounting specialists in Building 18-1 can provide additional help in explaining the program.

Technology

Continued from Page 1.

in Fort Wayne with new investments in computer numerically controlled machines, computer-aided design techniques in engineering offices and robotic devices on the factory floor.

"At GE we feel that the productivity advances we achieve through applied technology will grow many

of our young businesses and revitalize some of the older ones, keeping them healthy and in the United States."

Implications for people

"Some have called the microprocessor chip the catalyst of a second industrial revolution," Joseph said. "Its implications are profound."

One of these implications is that

people will have to upgrade their skills in order to understand and apply new technology and to maintain the new electronic equipment.

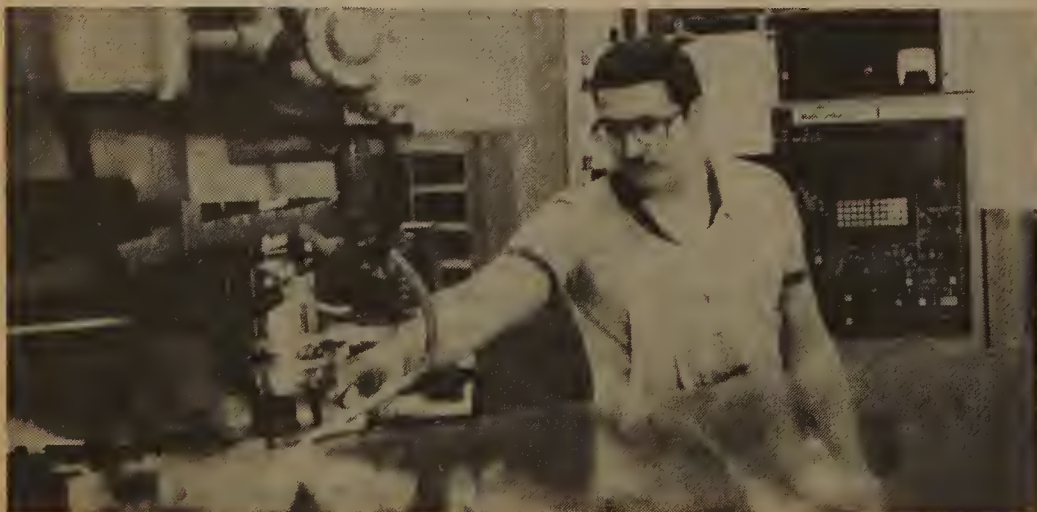
"The need for training in these skills will intensify over the next five to ten years," he said. "A lot of our people at GE are going back to school using our tuition reimbursement programs to learn these new skills."

Joseph emphasized the important role that technology will play in positioning manufacturing companies of Allen County in the 1980's.

"Most of the effects of technology will be beneficial," he said. "Some will be disorienting to people and institutions, but these changes can be managed as change has been managed in the past."

Joseph suggested that United Way leaders take changes in technology into consideration when planning human services for Allen County in the 1980's.

"Surviving and prospering in the environment of the 1980's is going to demand that we understand its technology."



Technology is changing the way people do their work, as it has for James Burris, AMO, who operates a computer numerically controlled machining center.

GE **SAVE** on current store price with rebate on . . .

Portable Smoke Alarm
HOME'n AWAY

Direct From GE!
Receive . . .

\$5

Offer valid thru Employee Store March 1, 1982 - April 30, 1982.

AVAILABLE ONLY AT YOUR EMPLOYEE STORE

Employee price: \$15.97
Less mail-in rebate: 5.00
Net cost: \$10.97

EMPLOYEE STORE
1030 Swinney 10-5:30 M-F

General Electric News

Customers schedule shutdowns

Near-term outlook for motor sales: mostly gloomy

"Good news about our motor markets is hard to find," says Roger Morey, general manager of Components Sales Department (CSD).

"All of our major customers are shorttiming and laying off employees because of the recession. Most major appliance and air-conditioning customers have scheduled two weeks or more of shutdowns in March.

"That's really bad when you consider that the first half of the year is usually stronger in these markets than the second half," Morey notes.

Motor sales plummet

He points out that in January sales of air-conditioning and appliance motors were down 27 percent from January 1981.

The economy offers little hope of a recovery any time soon. Housing starts, which often lead a recovery and take Specialty Motor line rates up with it, are still close to a 30-year low even though starts turned up slightly in January.

The government's key indicators of future economic activity fell in January, it was announced this week by the Commerce Department. This indicates that recovery is still some distance away.

So far, the record-setting snows and cold weather are proving to be



CSD General Manager Roger Morley says sales in all major motor markets are down from last year's levels.

the motor departments' best friends. Snow-caused flooding has raised the demand for sump pump replacement motors manufactured by GPM, Linton, and SMD, Tell City.

The abnormally cold weather froze jet pump motors used in rural water wells. This has helped boost orders at GPM, Decatur, for instance.

As a result, distributor sales have not declined as sharply as sales to

Original Equipment Manufacturers (OEMs), but they have declined from 1981 levels.

Sales opportunities for 1982

Morey says sales opportunities exist in three other areas:

- Some distributors are responding to forecasts of a hot summer by stocking up on inventory of replacement motors for air conditioning.

- The high cost of energy is making GE's Energy Saver motors attractive to process manufacturers who run motors two or three shifts a day. "GE has the most energy-efficient line of motors in the industry, which positions us well for this growing market," says Morey.

- "We are forecasting another good year for ceiling fan motors with some shakeout among the large number of manufacturers of this product. People have come to realize that ceiling fans can save them fuel costs year-around. GE has scored well in this market because many of the fan manufacturers are new and can draw upon GE's expertise in applying motors to specific uses."

Near-term outlook poor

Despite these pockets of opportunity, the near-term outlook for motor sales is poor overall.

"Our forecasts show a slight shrinkage in the U.S. economy for

1982. This is strongly influenced by a very bad first quarter, which we are now experiencing in our motor markets."

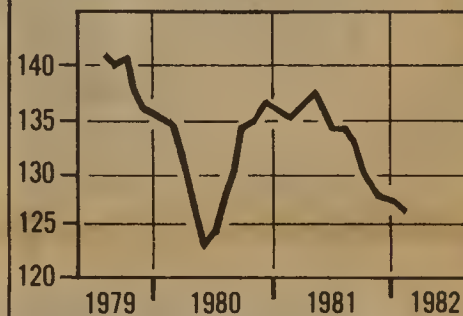
CSD's outlook combines GE's forecast with three other well-known forecasts. One thing they all disagree on is when the recovery will occur, but all four predict a better second half.

One economic factor having a big impact on motor businesses is high interest rates.

See MOTOR SALES, Page 4.

Leading Indicators

Index: 1967=100



The U.S. Commerce Department's index of future economic activity dropped in January. This indicates that recovery is still months away.

CSD nets \$7 million in new sales

"People in CSD are keenly aware of the employee lack-of-work situation, and our 1982 motivational program is aimed at securing jobs for our employees," says Roger Morey, general manager of CSD.

"We have emphasized the importance of getting every order we can — we're talking about people's jobs."

\$7 million new sales

The efforts of the CSD sales force resulted in \$7 million of new business in January — orders GE had never had before.

Morey says CSD's task is to find new products for new markets and provide GE motor departments with new business.

"We have launched a Quest for Quality in everything we do," says Morey.

For instance, by the end of March, key sales offices who serve customers in the distributor markets will have an on-line computer system that will allow them

to answer customer questions immediately.

"Responsiveness to our customers is of utmost importance," says Morey. "Very often, the first company to provide the answers a customer wants is the one who gets the order."

The new computer investment will make CSD personnel more efficient and free sales people to call on customers more often.

"Since CSD added distributor sales last year to its network of sales people serving original equipment manufacturers (OEMs), distributors have become an important part of our business," he notes.

"The market for replacement motors is more recession-proof than OEM markets.

"But no matter which market we serve, quality is extremely important — from quality-built motors to quality customer service. That's what sells motors today, and more sales mean more jobs for people."



Engineers tour AR&DL

John Hann (far right) shows Dave Wang (seated at terminal) and other GPM engineers the new finite element analysis system at MTO's Advanced Research and Development Lab in Building 19. Behind Wang in shirt sleeves is Bob Langdon of AR&DL. The tour was part of National Engineers Week activities at GE last week. The new system will shorten the time involved in designing new products and help improve motor quality.

Thanks to employees' extra efforts, SMD didn't miss the boat. Story on Page 2.

It was sink or swim for Kuwait business

Without extra effort, SMD would have missed the boat

While a distributor of air-conditioning motors in the hot, oil-rich country of Kuwait sweated out his order for 39 Frame GE motors, SMD's Section 15 battled snow and cold to make sure the motors didn't miss the boat last week.

"We needed to promise a quick turnaround and deliver our first shipment on time to secure this order for 10,000 motors," said Neil Maller, SMD manager for international sales.

Competing with Emerson

"We were in competition with Emerson for this business."

The key was to get exactly 1,470

motors and 5,000 endshields — the first shipment — to the New York dock before the ship left for Kuwait.

"I specified Taylor Street for this order because of the quick turnaround needed, and they just did an excellent job," said Maller.

Not only did Section 15 have to meet a rigid deadline; it also had to ship the exact number of motors and endshields ordered because of customs inspections.

"The customer has to pay so much freight no matter how many motors are in the container, so you try to fill it with the maximum number," added Maller.

Quality doubly important

"The time involved in shipping orders overseas makes the quality need even more acute. If you ship the wrong model or defective motors, it could take a month to remedy the mistake. That could destroy a customer's chance to make a sale and ruin our chances for additional orders."

Another reason quality is so important in export sales is the presence of the Japanese in international motor markets.

"Japanese competitors are not as prevalent in SMD's markets as they are in markets served by GPM, but we are beginning to see them. And I don't need to tell you about Japanese quality," Maller said.

And as if the quality and delivery requirements were not tough enough, the challenge for Section 15 was made even tougher by a winter storm that put them three days behind schedule.

"Faced with a fixed shipping date, we had to pull the motors for Kuwait ahead of other orders without damaging our relations with other customers," said Plant Manager Otis Price.

Required overtime work

"We worked both Saturday and



Sunday to get the job done. Our employees also put forth extra effort to make sure the order would flow through to the packing area intact. We appreciated the extra care and time they put in."

As a result of Section 15's extra effort, the first release of GE motors should be pulling into the Persian Gulf on time.

"If we hadn't shipped these motors on schedule, it would have jeopardized the rest of the order for 39 Frame motors," said Maller. With the remainder of the order secure, Section 15 can work the motors into its manufacturing schedule.

Growing markets overseas

Maller said he looks at the sale of motors to Kuwait as "one way to get our oil money back."

He noted that the money that flows into Kuwait and other Arab oil countries is being used to upgrade the standard of living in those developing nations. Saudi Arabia and Iraq, for instance, are financing rural electrification projects that will create a market for many of the kinds of products that GE sells, from turbine generators to transformers to electric motors.

"Our international sales are growing as a percentage of our total sales," said Maller. "Our domestic

markets are mature, but there is a lot of growth potential overseas.

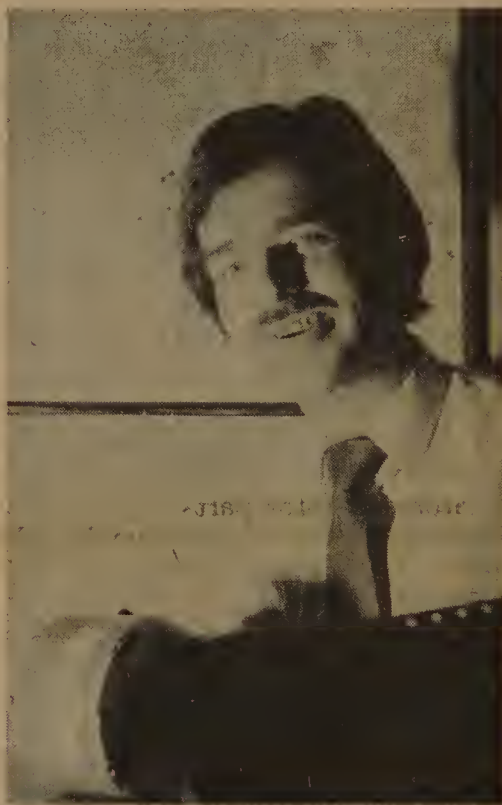
Exports provide jobs

"I like to think of our export sales as providing jobs for people here in Fort Wayne and elsewhere in SMD. I figured that our annual volume of international sales of 39 Frame motors provides the equivalent of about seven to eight weeks of work for a plant the size of Section 15."

"The Kuwait order at SMD Taylor Street called for a lot of extra work by everyone involved, and we obviously could not treat every order we receive that way," said Maller. "But the efforts of people at Section 15 helped win us some business we would not have had otherwise."



Della Zulch does final assembly work on an SMD motor bound for Kuwait, located on the Persian Gulf between Iraq and Saudi Arabia. She was one of the Section 15 people who worked overtime to make sure the order met an important shipping date.



Neil Maller, manager of SMD's international sales, says that sales to customers in foreign countries help provide employment for GE people. Overseas markets also represent a growth opportunity for companies that can compete worldwide.

A big win, tough losses for GE in global market

Is the international marketplace important to GE business and jobs? You bet it is.

Across the country GE employee newspapers regularly report on the orders from overseas customers that are won (and sometimes lost), and overseas companies that GE people compete against. Here are a few examples:

GE wins Tokyo contract

In Lynn, Mass., the big news is the winning of a record contract to furnish equipment and services for the world's largest and most advanced combined-cycle power facility. Who's the customer? Tokyo Electric Power Company, the world's largest privately owned public utility.

The contract, worth \$500 million according to the customer, will result in work for GE people in Medium Steam Turbine in Lynn and Durham, N.C., Gas Turbine in Greenville, S.C., and Drive Systems employees at Salem, Va. The new power plant in Tokyo will blend the best of both gas and steam technologies and will be the cleanest and most efficient fossil-fueled plant in the world, according to GE experts.

But while Medium Steam Turbine (MST) wound up last year with a satisfying win of the big Tokyo Electric order, foreign competition was taking a substantial chunk of domestic "bread and butter" orders from them.

For instance, in the fall the manager of domestic power gen-

eration sales for MST reported that, "This year Lynn lost millions in domestic orders to Brown-Boveri Corporation in Switzerland, Toshiba of Japan and Stal-Laval of Sweden."

He added that the Europeans and Japanese are determined to become major suppliers in GE's traditional industrial and utility markets.

GPM faces foreign competition

While Japan's Tokyo Electric was giving GE a big job-building order, General Purpose Motor employees in Fort Wayne were competing for orders against Japanese companies like Hitachi, Sanyo, Toshiba, Oriental Motor and Matsushita.

Decatur GPM recently bene-

fited from new orders overseas. A customer in Canada has ordered motors for use in commercial garage door openers. Carrier-Malaysia has ordered motors from Decatur for use in central air-conditioning systems.

Important to Fort Wayne GE

All Fort Wayne product departments are involved in international competition.

SMD recently won an order from Kuwait, for instance, for air-conditioning motors. (See related story on this page.)

It all adds up to the fact that the global marketplace, with its international customers and international competitors, is becoming more and more important to GE businesses and jobs.



GE Credit Union officers from left are: Treasurer Harry Waggoner, General Manager Harold Short, Vice President Jack Schemehorn, President Roy Berdelman and Secretary Gil Sloan.

Credit Union adds new services, elects new board of directors

The election of Harry Waggoner, Norman Getts and Gil Sloan to the Board of Directors for three years was announced at the GE Credit Union annual meeting Feb. 27 at the GE Club.

Elected to the Credit Committee were Dennis Headlee, Emmitt James Jr., Gerald Widner and Keith Parrot.

President Roy Berdelman announced that bids have been let to construct a Credit Union facility at Tillman Road and John Street. The new building will feature drive-up service, safe deposit boxes and full credit union services.

Berdelman reported that 1981 was

a good year with assets growing by nearly \$5 million or 10.9 percent over 1980. Income was up by 25 percent and was used to pay interest dividends on regular shares and money market certificates.

General Manager Harold Short noted that several new services were provided in 1981. The drive-up window currently serves about 100 to 150 cars per day, and the new computer system saved the Credit Union about \$50,000 during its first year of operation.

During 1981 the Credit Union added a life savings insurance program, Individual Retirement Accounts and All-Savers Certificates.

Alley Chat

Kevin Senter bowled a new season high single game for the men, a 280.

Friday Nite Ladies	Friday Nite Taylor Street
Alice Jones (205-195) 543	Kevin Senter (280) 632
Gerti Jones (220) 532	Earl Menking (241) 625
Bessie Shields (184) 503	
Sandy Sanders 186	
Joyce Daust 182	
Monday Morning Ladies	Pete & Tillie
Virginia Fletcher 550	Ed Roeger 218
Jack & Jill	GE Office
Maggie Hunter (196) 531	Norm Pape (224) 620
Delois Smith 186	Steve Scherer (235) 806
Marcy Tucker 182	Dick Wells (235) 802
Jack & Jill	Dave Locker 238
Janie Fischer (180) 505	Tom Schible 230
Frances Kalko 193	Don Caudill 222-212
Hilda Butcher 180	Ed Fischer 221
	Ed Koontz 214
	Russ Schlensker 213

In memory

Herman Blessing, 1434 Stophlet St., died Feb. 24. He was a die caster for HMO in Building 17-2 prior to retiring in 1965.

Joseph Roth, 2516 Leroy Ave., died Feb. 13. He was a power plant attendant at Winter Street prior to retiring in 1953.



45 years

Eileen Geiger, secretary at the Wire Mill, MTO, celebrated 45 years of service this week. She received a double-diamond pin from GE.

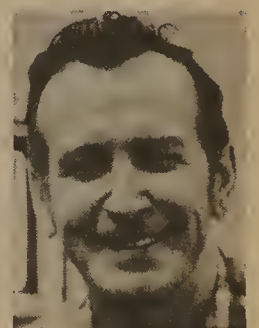
40 years of service



Rudy Wuttke
MTO, 19-2



Norman Rider
GPM, Taylor St.



Dave Bastion
Wire Mill/MTO

General Electric News

Published weekly by the General Electric Company, an equal opportunity employer, in the interest of all GE employees and their families here. May not be reproduced in whole or part without express permission of General Electric Company.

GENERAL  ELECTRIC

Chuck Welch, Manager
John Peirce, Editor
Rex Mericle, Chief Photographer
Gloria Smith, Adlets
Betty Gildewell, Proofreader
1635 BROADWAY
PO BOX 2204
FORT WAYNE IN 46801
Phone 426-7431, Ext. 3441
(Dial Comm. *8-322-3441)

ADLETS

FOR SALE

- 79 SCOUT**, low miles, good cond., auto, rally package, eves., \$5,500. 447-9621.
- GE DRYER**, gold, \$100. 485-2111.
- 77 BLAZER**, \$3,900; '56 Nomad, make offer. 1-547-4309.
- DRAFTING BOARD**, 3'x5', Mayline bar, \$150 or best offer. 456-9401.
- RUG** w-pad, wool, 9'x18', rose, sculp., good cond., \$75. 485-1224.
- LADY'S COAT**, sz. 16, \$100; cowboy boots, sz. 8, \$15 & \$40, aft. 5 p.m. 456-4912.
- CHILD'S CORRECTION SHOES**, sz. 6 1/2 B, bwn, ex. cond., \$10, eves. 483-3431.
- 77 DODGE MAXI-SPORT VAN**, 318, V-8, pwr, air, cruise, AM/FM 8 trk stereo, priv. windows. 485-1119.
- DRAGERS**, 4, 13"; 2, B50x13 tires, nvr on car, aft. 6 p.m. 639-3119.
- 76 PLYMOUTH DUSTER**, 6 cyl, 3 spd, overdrive, \$1,500, ex. cond. 638-4768.
- SHAKESPEARE TROLLING MOTOR**, 28 lbs. thrust, \$125, 1 yr. old, like new. 483-6079.
- DECORATIVE CURTAIN ROD**, 53"-96". 432-8644.
- 71 PLYMOUTH SEBRING**, pwr, air, 2 dr., red/black, good cond., \$600. 356-7829.
- 74 PINTO WAGON**, 4 cyl, auto, AM/FM radio, \$695. 422-3076.
- 39 MARK TWAIN BOAT**, 160 merc. cruiser, A-1 cond., w-Shoreline trlr, \$3,295. 449-1683.
- ONTOON** w-motor, \$600 or best offer. 484-7431.
- OVELY HOME**, 4 bdrms, fenced yd, contract 3% below bank rates. 447-5384.
- 0" SCHWINN STINGRAY BIKE**, boy's, red/yellow, new, \$75. 747-4304.

- MISC SMALL ELEC. APPLIANCES**, ex. cond. 432-3892.
- CAP FOR EL CAMINO**, fits years '72 thru '76. 657-5856.
- RADIAL TIRE**, GR70-15, stl bltd, brand new, \$25, aft. 5 p.m. 432-4836.
- BABY WALKER**, circular, fold-up, \$5. 637-8102.
- SIDE-BY-SIDE REFRIGERATOR**, 24", avoc., \$350; Potscrubber dshwshr, \$200; cooktop, \$50, all GE, ex. cond. 672-3659.
- 14" MICHELIN TIRES** on mag rims for Datsun, 4, \$200. 424-2759.
- COPPER TUBE BOILER**, needs new tubes. 484-5743.
- SAMOYED PUP**, AKC reg., 6 wks. 483-3062.
- '70 NOVA SS**, blk, 331 cu. in., 450 HP, 4 spd, 4:56 rear. 1-925-5298.
- LAWN MOWER**, 16 HP, 48", Simplicity, AC, hydrostatic. 693-2214.
- REFRIGERATOR**, 2 mos., pd \$700, sell for \$575, free ice maker. 486-3259.
- TIRES**, 2, L6x14, ex. wide on chrome rims, off '73 Mustang, \$55. 432-2237.
- FIVE SPEED BICYCLE**, 27", John Deere, uni-sex, good cond., cost \$150, sell \$50. 1-351-3981.
- '68 GMC HALF TON**, eng. rebuilt, 350, V-6, pwr posi, new paint, tires, brks, bed, exhaust, 3 spd, \$1,495. 484-7061.
- HEATH KIT**, HW101 w-pwr supply and CW filter, needs some work, \$200. 485-2193.
- '77 VW SCIROCCO**, needs paint, AM/FM stereo, new radials, \$2,500, aft. 6 p.m. 445-0263.
- SINGER "GENIE" SEWING MACHINE**, portable, str, stch., aft. 5 p.m. 749-0836.
- 40 CH SSB/AM RADIO**, digital readout, 25 W, \$180. 747-5606.
- '74 DATSUN 610 WAGON**, air, looks & runs good, \$1,695. 627-2429.
- BUTCHER BLOCK FORMICA TABLE**, 36"x36", \$50. 444-4023.
- '74 YAMAHA 360 ENDURO**, low miles, runs great. 1-724-9750.

FOR RENT

- HOUSE**, SE, 2 bdrms, large lot & garden area, aft. 5 p.m. 745-0443.
- FURNISHED APT.**, utils., 3 rms, W. Central, \$200/mo. 637-6545.

SERVICE

- WILL CLEAN YOUR HOUSE OR APT.**, \$20, have references. 747-5531.
- VACUUM SWEEPER REPAIR**, all makes, reas. prices. 637-6263.
- APPALOOSA STALLION SERVICE**, \$150, aft. 6 p.m. 1-488-3396.
- SATELLITE CEILINGS SPRAYED** or glitter dry wall. 456-3848.

- BABYSITTING**, Colony Bay Apts., references. 432-7440.
- KIRBY CARPET CLEANING**, dry method, reas. 749-5731.
- TAXES PREPARED**, professional, reas. 456-7180.
- UPHOLSTERING** - 25% off material ordered in March. 1-488-2484.
- CONCRETE CONSTRUCTION**, garage const., insul., eves. 446-5643.

WANTED

- LIONEL & American Flyer Trains**, any cond., aft. 5 p.m. 1-724-8011.
- SOMEONE TO DO IRONING**, Indian Village, will deliver & pick up clothes. 747-1040.
- SOFA SLEEPER**, full size. 485-8562.

*ADLETS

GE NEWS BLDG. 18-3
NO ADS TAKEN BY PHONE

INDICATE TYPE OF AD HERE:

- | | |
|-------------------------------------|---|
| <input type="checkbox"/> For Sale * | <input type="checkbox"/> Ride Wanted |
| <input type="checkbox"/> Wanted | <input type="checkbox"/> Riders Wanted |
| <input type="checkbox"/> For Rent * | <input type="checkbox"/> Lost |
| <input type="checkbox"/> Free | <input type="checkbox"/> Found <input type="checkbox"/> Service |

(PLEASE PRINT NEATLY)

Ads must be received only on this form by noon Monday for publication Friday. You may submit only one adlet per issue of the **GE News**. No more than 40 letters per Adlet, please. Print phone number only on line indicated below. Property advertised must be available without regard to race, creed, national origin or sex.

Name _____

Address _____ City _____

Home Phone _____ Bldg. _____

* The item(s) referred to in this ad are in no way connected with any business venture.

Signature _____

How your S&SP statements will help you in the future

"How can I use the tax shelter feature of S&SP?" "What is the tax cost of my recently received S&SP securities?" "What is my taxable income for this payout?"...

These and other questions can be important to Savings and Security Program participants.

Help in answering them is in the combined Annual Statement and Tax Information Statement that most S&SP participants recently received, as well as in the Holding Period Distribution Notice sent to each participant a few months before the recent S&SP payout.

Doyt Schaadt, manager of personnel accounting and banking here in Fort Wayne, is concerned that many people may take a quick glance at their statements and discard them, forgetting that the statements can be valuable in the future when answers to important questions are needed.

"Study your S&SP documents and then file them so you can find them when you need them," says Schaadt. He listed some of the important questions which may come up in the future, and how the statements can help answer them:

Q: Can I defer taxes on the income I'm going to receive in my S&SP payouts over the next few years?

A: Your S&SP Annual and Tax Information Statements and your Holding Period Distribution Notice show you how your taxable income is built up and shows various ways to use the Retirement Option "tax shelter" feature of S&SP.

Q: What income should I report on my current federal income tax return as a result of my recent S&SP payout?

S&SP participants recently received this combined Annual Statement and Tax Information Statement. It should be saved for use in future years.

A: First, for tax returns now being filed, report on the payout of 1981 — not the one received early in 1982. In the past, you would have had to find last year's S&SP Tax Information Statement to get the taxable income figure on the 1981 payout. This year's Tax Information Statement shows the taxable income from your 1981 payout as well as the Taxable Income from your recent 1982 payout. The latter is for next year's tax return.

Q: Suppose I sell some of my S&SP securities. Do I check back on the monthly stock and mutual fund prices to find the price of the security at the time it was credited to my S&SP account? Should I use that figure to determine gain or loss for my income tax return?

A: No, in both cases. The tax cost of each of the securities you receive under S&SP is given in the Tax Information Statement you received for the year in which you received the securities. (Another reason why your S&SP State-

ment should be carefully filed.) The tax cost is calculated for you by using a special formula furnished by the government for use in determining the tax cost of securities bought through programs like S&SP. So, use the figure on the Tax Information Statement.

Q: What do I have waiting for me in S&SP holding periods?

A: Check the Annual Statement part of your document. It'll show the kinds of securities and how many of each are waiting to be paid out to you as holding periods end over the next three years. You can obtain an idea of their current worth by checking the current price in local and plant newspapers.

Q: How many securities can I expect from the company's 50 percent matching payment?

A: The Annual Statement will give you specific figures on the securities credited to your account from company payments in each of the three holding periods now in progress.

Q: How is my S&SP participation helping me build funds to improve my income when I retire?

A: Check the Retirement Option Account column on your Annual Statement and your Holding Period Distribution Notice. They will show whether you're missing out on an opportunity to build retirement income and perhaps defer taxes on your S&SP investments. If you are building a Retirement Option Account, the ROA column will show you how securities are piling up for use when you retire or to draw on in specified emergencies.

Motor sales

Continued from Page 1.

"At high interest rates, customers don't want to finance large inventories of our motors. That's why

they are practically working off the back of our trucks," says Morey.

"That's also why on-time deliveries are more important than ever in gaining orders for our motors."

The positive side of this tight inventory control is that when the upturn does come, customers won't have large buffer stocks of motors on their shelves to handle the surge in demand. The impact on production will be immediate.

He also noted that with markets down, the competition for existing business is more aggressive in all motor markets.

"Also, the Japanese quality thrust we have seen in U.S. auto markets is making itself felt in motor markets as well," says Morey.

Morey says that in these times customers not only pay close attention to deliveries and to quality, but they are also able to buy motors at favorable prices because competition is so keen. This heightens the need to cut costs.

Important we remain No. 1

"Throughout this recessionary period, it is important that we all do what we can to protect the quality reputation of the GE brand and that we remain the No. 1 motor supplier in the world."

AVAILABLE AT YOUR EMPLOYEE STORE

- A special purchase of **West-clo clocks** from the factory. These are close-out models which can be purchased at 20% off the regular Employee Price.

- Last chance to buy the **DCM10E Coffee Maker** at the low price of \$17.99. The price will return to the regular \$21.99 on March 15.

- We still have a limited supply of **M46 Stand Mixers** at the close-out price of \$34.99.

- Now available also are **GE Automatic Cable Converters** at only \$39.95.

YOUR EMPLOYEE STORE
1030 Swinney 10-5:30 M-F

GE chairman, many vice presidents trusted the driving to Jerry Brammell

Gerald F. "Jerry" Brammell met a lot of VIPs in his GE job as chauffeur. He got a late start at GE at age 48 but after 16 years he is turning over the wheel to someone else in favor of retirement.

He received a Christmas card one year from GE Chairman John F. Welch, whom he has met "several times" along with many GE vice presidents.

His job as chauffeur was not always so glamorous. His duties included washing the 10 company cars once a week, delivering sorely needed breakdown parts for manufacturing operations and boxes of computer tapes for data services.

"Whenever someone needed something fast, they usually called on me.

"I'll miss it. It keeps you on the go all the time," Jerry says.

One thing he won't miss, however, is his GE pay.

"I figured it out, and with Social Security and my GE Pension, I'll

March retirees

The following employees are retiring March 1, 1982, but chose not to have their photographs in the GE News:

Clara C. Blotkamp, clerk, MBG-Finance; Edward R. Blotkamp, mail room work leader, Area Services; Delbert L. Thomas, miscellaneous trucking, HMO; Donald C. Stroh, die and mold maker, MTO; Delbert W. Reiter, repair and return, GPM; Marcella P. Kokosa, placer, GPM,



Chauffeur Jerry Brammell retires.

have about the same take-home pay as I do now. Besides, all my wife and I have done is save, save, save. If we can't make it on what we've saved, nobody can," quips Jerry.

His plans for retirement include continuing his many hobbies such as making clocks and traveling, and "doing whatever comes naturally."

Winter Street; Forrest A. Rupright, leading operator, STD; Richard Shroyer, painter, GPM Area Services; Mildred L. Runkle, tap-pulling, STD; Edward O. Runion, machine operator, GPM; John P. Churchward, welder, GPM Area Services; Donald J. Ertel, die-caster, GPM, Winter Street; Paul Beach, manager of special projects, GPM; Evelyn M. Parrish, clerk, GPM.

Mail, Inc.
1050 S. Anthony Blvd.
Fort Wayne, IN 46803

(For quickest response, please mail all non-intracompany address changes directly to Mail, Inc. at the address printed above. Be sure to include both your old and new addresses indicating zip codes for each.)

BULK RATE
U.S. POSTAGE
PAID
FORT WAYNE, IN
Permit No. 40

46803
SEC
900 WESTERN ST
FORT WAYNE IN
PUBLIC LIBRARY
ORDER-DIV-PERIODICAL

MAR 22 1982

ALLEN COUNTY
PUBLIC LIBRARY

General Electric News

MARCH 12, 1982

FORT WAYNE, INDIANA

VOLUME 64, NO. 10

Replaces obsolete equipment

\$1.1 million investment paints brighter picture for STD

The new \$1.1 million Electrodeposition Paint System at Specialty Transformer is the largest single piece of production equipment at STD Fort Wayne.

Its size is appropriate because STD expects big things of this strapping newcomer on Wall Street, including: reduction of pollution to near-zero levels, cost savings of nearly \$350,000 a year and dramatic improvements in product quality.

STD built an addition onto Building 27 to house the new equipment, which was needed to replace 30 and 35-year-old systems scattered throughout STD's facilities.

"This centralizes finishing in one operation," says Jim Ridlen, advanced manufacturing engineer. "Eventually, we hope to be able to do in one shift on this equipment what five operations on different floors and in different buildings

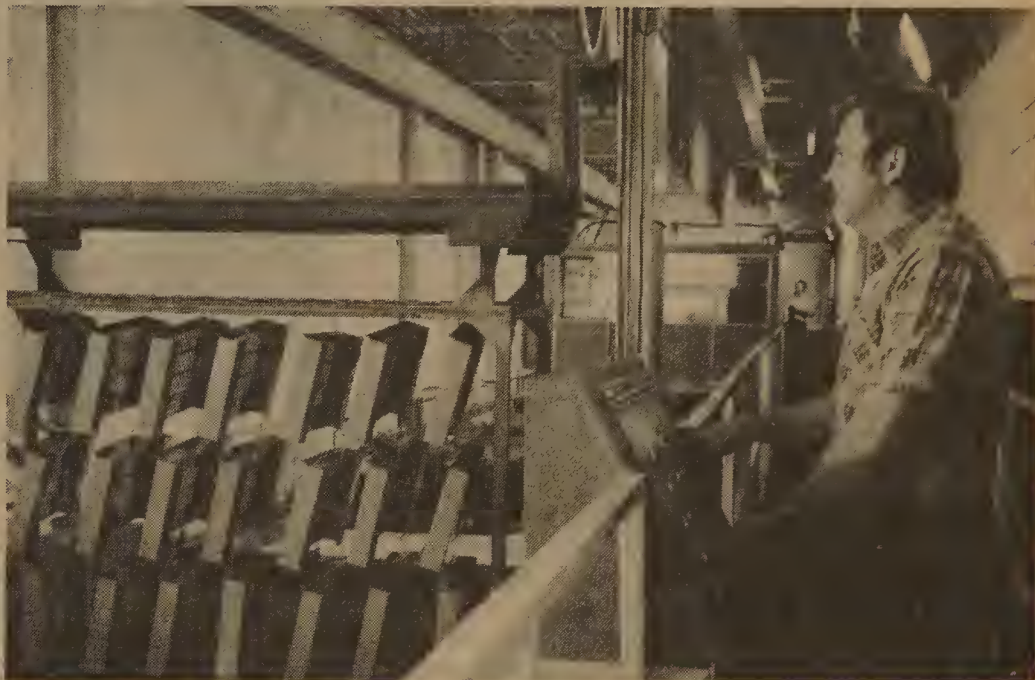
have been doing in two or three shifts."

But that is still a ways off, and most of STD's old paint lines are still operating during this transition phase.

The main reasons for the new system were the declining condition of the old machines, and more and more exacting pollution standards from the Environmental Protection Agency, says Ridlen.

Increasing maintenance costs and downtime made it clear it was time to replace the aging paint equipment at STD.

"What we have now is the most up-to-date equipment we could find," says Ridlen. "Westinghouse, one of our competitors, has a similar system, but I know of none that is as advanced as ours."



Roger Gump monitors STD's new computerized paint system as an overhead hoist lowers a rack of parts into one of the paint ovens in the 180-foot long system.

See PAINT, Page 4.

General Electric News

OCTOBER 30, 1981

FORT WAYNE, INDIANA

VOLUME 63, NO. 40

Benefits expert: use benefits to cope with short layoffs

The benefits described in this article apply to employees laid off for lack of work for specified periods of two weeks or less. Next week's GE News will talk about benefits employees can use to cope with longer layoff periods.

There are many different ways employees can use their GE benefits to their advantage during short periods of lack of work," says Doyt Schadt, manager of personnel accounting and banking in Fort Wayne.

- have been laid off for at least one calendar week during the current year (one-week waiting period) and
- are receiving state unemployment benefits.

If you meet all three of these conditions, the plan will pay you weekly benefits based on your rate of pay. IEA benefits, when combined with your unemployment benefits, will total 60 percent of your regular weekly pay. Any pay you receive during a week in which you are laid off — i.e. vacation or holiday pay — must affect your eligibility for unemployment benefits.

In cases where an employee receives holiday pay and unemployment benefits in the same week, the combination of holiday pay, unemployment compensation and IEA will equal 60 percent of his regular weekly pay.

IEA benefits are taxable as wages. Unemployment compensation is not taxed unless your total annual income exceeds a certain amount (\$20,000 if single; \$25,000 if married and filing a joint federal income tax return).

Schadt notes that unemployment compensation is paid for by the company.



4 GENERAL ELECTRIC COMPANY - FORT WAYNE, INDIANA NOVEMBER 8, 1981

GE benefits work for employees during indefinite layoffs

(Second in a two-part series)

"There are many ways employees can take advantage of the GE benefits package to soften the effects of indefinite layoffs," says Doyt Schadt, manager of personnel accounting and banking in Fort Wayne.

Several of the company insurance plans automatically continue to protect employees during layoff, but others require some action on the part of employees to continue coverage. It helps to know when coverage expires and what you can do about it when it does.

Also, participants in the Savings and Security Program have special provisions they can use to provide additional money. Again, it's important to understand those provisions so you can take full advantage of what is available to you," Schadt emphasizes.

Savings & Security: many options
One of the most flexible benefit plans is the Savings and Security Program (SASP). Here are some of the options available to participants during layoff periods:

• After more than two consecutive weeks on layoff, you can withdraw all or part of your savings without loss of company matching contributions. Withdrawals can be made either in lump sum or periodically while you are laid off. Requests

What happens to benefits during layoff

Benefit plan	Coverage ends after 31 days on layoff	Coverage ends after maximum one year	Can be continued by making payments	Conversion policy available
GE Tuition Refund		•		
GE Life Insurance		•		•
GE Medical Insurance		•		•
Sickness and Accident	•			
Long-term Disability Insurance	•			
Dependent Medical		•	•	•
Dependent Life Insurance		•		•
Personal Accident Insurance			•	
Dental Types I, II	•			
Dental Types III, IV		•		
Product Purchase Plan		•		

*If you have three or more years of service, coverage is continued without contributions.
*If you have less than three years of continuous service, coverage can be continued if you make payments in advance.
**Coverage ends if service is broken sooner than one year.

cent of \$9,000, or \$630. When you do, the company matches your savings with \$115.

Disabilities that occur after 31 days of layoff, however, are not covered and continuation is not continued.

years) and biweekly X-rays (twice in a calendar year), as well as fillings and certain fixed bridgework and dentures. You should refer to your Dental Assistance Plan booklet for more information on this coverage while you are laid off.

Coverage continues for a year on Types IV-VII procedures such as root canal therapy, treatment of the gums, oral surgery and treatment of accidental injury to teeth and gums.

IDP: tuition refunds
Employees with six months of service credits prior to layoff can take advantage of the tuition refund provisions of the Individual Development Plan.

Employees are eligible for IDP benefits as long as they still have recall rights on the day the class is scheduled to begin.

In addition, a tuition refund, employees who are unemployed and not qualified to receive unemployment compensation because they are attending school full time are eligible to receive a training allowance. This training allowance, equal to half of the employee's normal straight time weekly pay, is paid while the employee is attending a company approved education program.

of bene-

or this ed it," is that yment any is during

use of two uranca is they ntribuent of em-ears of

endent will be d after will be

is, de-cover-d pre-igh de-return

empre-

Temporary lack-of-work periods tied to economic recession

Continuing high interest rates, record-low housing starts and the general economic recession have taken a heavy toll on the full range of GE customers, from heating and air conditioning companies to farm equipment manufacturers.

Many of these customers have scheduled temporary plant shutdowns to adjust to the lack of sales.

As a result, 1,300 Fort Wayne GE employees will be affected by temporary lack of work periods lasting from two to five days at the end of this month.

Lower orders reported

The temporary suspensions of production announced last week will adjust production rates to match lower levels of incoming orders. Here is a summary of the production adjustments that were announced:

• GPM's Taylor-Winter Operation has scheduled lack-of-work days for Thursday and Friday, March 25-26, for 600 employees. "Incoming orders for all product lines continue to be very soft," said Dick Habegger, manager of the Taylor-Winter Operation.

"We are having difficulty filling the production schedules; and this will necessitate scheduling some short-timing," said Price.

• At SMD, Taylor Street, 225 employees are scheduled to be on lack of work for five days, March 22-26. Plant Manager Otis Price said that SMD is receiving notices from customers almost daily that they are scheduling shutdown periods to adjust for declining orders.

• STD announced five lack of work days, March 22-26, for 150 of its employees.

"The special order part of our business continues fairly active," said Larry Kane, STD manager of product operations. "But the majority of our stock product lines have unusually high inventory levels due to the economic downturn."

'Lagging sales' at HMO

• Hermetic Motor Operation will suspend production for five days, March 15-19, to adjust to a similar slowing in its order rate. About 300 employees will be on lack of work for that week.

"Lagging sales and the uncertain outlook for the rest of the first quarter have made inventory adjustment necessary," said HMO Plant Manager Larry Rybicki.

In addition, about 40 MTO employees located primarily at the Wire Mill and AMO will be laid off at the close of work on March 19.

How to use GE benefits during lack of work

Reprints of GE News stories on how to make GE benefits work for you during lack-of-work periods are available in employee relations offices, at IUE Local 901 Union Hall, and other locations. The stories outline what happens to insurance coverage during layoffs, how to use the Savings and Security Program to your best advantage and what to expect from Income Extension Aid.

GE insurance helps Howells 'bring a good thing to life'

Even before Calvin JaMal Howell took his first breath of air in a Parkview Memorial Hospital delivery room, he was covered by the GE Insurance Plan.

Calvin was over two weeks late in arriving, but cost and timing of his arrival were the least of his parents' concerns at 5:02 p.m. on Wednesday, Jan. 27.

He came into the world alive and healthy, and that was enough for Jenny and her husband Calvin Howell Jr. Calvin works at Specialty Transformer, Building 19-1, and Jenny plans to return to work Monday in the medical claims office at Winter Street.

His parents made sure Calvin JaMal, named after his father and NBA basketball star JaMaal Wilkes, received the best of care. But such care costs money. During his first three days, Calvin JaMal chalked up hospital nursery bills totaling \$302.51, but GE dependent medical insurance carried by his father is expected to pay the entire bill.

In addition, Jenny's hospital bills totaled \$889.52, but she expects her GE insurance to pay the entire amount. She ought to know. Processing such bills has been her job at GE for the past five years.

Benefits 'make a difference'

When their first two children, Calvin JaMal's sisters, were born, the Howells did not have the advantage of all the GE pregnancy benefits that were there to usher little Calvin into the world.

"When my first daughter was born, I didn't work at GE. My second came before GE added pregnancy coverage under the Sickness and Accident plan. Believe me, it makes a difference,"



Jenny Howell cradles a sleepy Calvin JaMal, just two days old.

says Jenny, "especially in today's economy."

In a normal pregnancy of an employee, Jenny explains, GE Weekly Sickness and Accident Insurance provides 60 percent of the mother's regular pay from the time she is disabled for up to six

weeks following birth.

GE Insurance also will pay all of Jenny's obstetrician's fees since they did not exceed \$500.

Prescriptions and necessary medical treatment will be covered as Type B expenses. Those bills totalled \$80. Jenny will pay the \$50 deductible on that amount. GE insurance will pay 85 percent of the remaining \$30, or \$25.50.

GE insurance does not cover immunizations for the baby, but doctors' visits for treatment of an illness are covered.

GE insurance compares well

"At my job I sometimes get flak because the insurance plans don't cover this expense or that, but I think we are pretty lucky at GE," says Jenny.

"In my job I get to see how other insurance plans work at other employers. I think the \$50 deductible for Type B expenses, for instance, is especially good compared to other plans."

Jenny says she has grown to appreciate the benefits of GE insurance through her job.

"Before I began working in the medical claims office, there were a lot of medical bills I just didn't bother to turn in. Now that I know the value of GE insurance, I make sure I turn them in promptly for quick payment."

Jenny says she is not the stay-at-home type, so she is looking forward to returning to work next week. "I'm going to hate to leave the baby, but I'm looking forward to returning," she says.

In the meantime, GE dependent medical insurance purchased by Calvin Jr. for \$1.92 a week through payroll deduction will continue to protect Calvin JaMal and his sisters throughout their growing years.

Q & A

GE benefits: S&SP life insurance

Q: After reading the article in the GE News Feb. 26 on Savings and Security Program Life Insurance, I have two questions. The first is: What do I have to do to sign up? I have heard you have to take a medical exam.

— Gale Weller, leading operator, Winter Street

A: You do not have to show medical evidence of insurability if you enroll in S&SP life insurance within 31 days of becoming employed at GE or within 31 days of your marriage.

Otherwise, to elect the coverage you have to give medical evidence of insurability acceptable to the insurance company. You will have to complete a statement of health when applying for the insurance. The insurance company may ask you to take a physical examination at your expense, although this is not always the case. The decision of whether or not to extend coverage is the insurance company's.

Q: My second question concerns the payout of benefits to my chosen beneficiary. My GE benefits book says that instead of having benefits paid to my beneficiary on a monthly basis, it's possible to have the coverage paid in one "lump sum." Do I choose this option now, or do my beneficiaries arrange for it after I die?

A: The only way your beneficiaries can receive a lump sum settlement is if you fill out a "Change in Method of Settlement" form No. FN-954.

If you do not fill out this special form and you die while covered under S&SP life insurance, your beneficiaries will automatically receive payments according to the installment payment provisions of the plan. The schedule of benefits for the installment or "annuity" settlement can be found in your Benefit Plan Description booklet and was published in the Feb. 26 GE News.

The amount your beneficiary receives if and when you die is determined by two factors — your age at death and your earnings in the year prior to your death.

Here are the multipliers currently used to determine the death benefits under the lump sum payment option:

If your age at death is:	Your beneficiary will receive your final year's earnings times:	For instance, if your final year's earnings were \$17,000, your coverage would be:
under 30	10.57	$10.57 \times \$17,000 = \$179,690$
30-34	9.47	$9.47 \times \$17,000 = \$160,990$
35-39	6.60	$6.60 \times \$17,000 = \$112,200$
40-44	4.34	$4.34 \times \$17,000 = \$73,780$
45-49	2.32	$2.32 \times \$17,000 = \$39,440$
50-54	1.33	$1.33 \times \$17,000 = \$22,610$
55-59	0.84	$0.84 \times \$17,000 = \$14,280$
60 or over	0.57	$0.57 \times \$17,000 = \$9,690$

Since these multipliers are not printed in your benefits booklets, I suggest you clip and save them for future reference.

As you will note, the death benefit declines as age increases. This is typical of decreasing-term insurance policies. The reason is simply that a person's chances of dying increase with age. However, within each of the age brackets, coverage increases with pay. Premiums also go up.

Other things to consider are the company matching payment and the chance there might be a refund if experience under S&SP life insurance is favorable. The company will match each \$2 you contribute to S&SP life insurance with \$1 in the S&SP investment of your choice. S&SP life insurance itself is not an investment. You will never collect a penny; but if you die, your designated beneficiary will receive a death benefit based on your age and pay.

Employees who participated in S&SP life insurance last year and were still in the program in December 1981 will receive a 60 percent refund of their 1981 contributions sometime this month. There have been similar refunds for the past 11 years, but they are not guaranteed. They do, however, make the actual out-of-pocket cost of S&SP insurance less expensive.

— Chauncey Miller, manager of benefits
Ext. 2768

Q & A

Mail to: GE News
Bldg. 18-3

Name _____ Mail drop location _____

(Please fill in your name so answers to specific questions can be addressed to you.)

March 1 retirees to focus on grandchildren, golf, travel

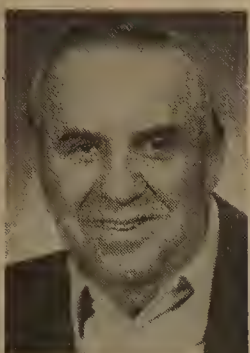
Harold M. Jamison retires with 41 years of service. He began in connect and pre-assembly at STD. His final assignment was operations planner for STD, Building 31-2. "I've enjoyed my 41 years at GE, and now I'm planning to enjoy my retirement by fishing, golfing, traveling and woodworking."



Paul B. Yentes retires with 41 years of service. He started as an apprentice in Building 12. His final assignment was advance planner for HMD, Building 18-4. "I intend to enjoy the leisure time and possibly play a little golf if the opportunity should arise."



Jordan G. Gunkel retires with 39 years of service. He started on tin and solder in STD. He was a truck driver on his final job at STD. "Working at GE has been rewarding. I'll miss friends I've made over the years. Now I can spend time with my family and pursue my woodworking hobbies."



Maxine H. Small retires with 28 years of service. She began on a Kayser Winder for FHP Motor. Her final assignment was sweeper at GPM. "I enjoyed working with my co-workers, and I'll miss them. The benefits are good and the pay is good. I plan to travel, fish and enjoy my grandchildren."



Elaine E. Omo retires with 22 years of service. She began on connect and weld in HMD. Her final assignment was in connect and weld for GPM. "I plan to enjoy life doing things I never had time to do. I'm looking forward to traveling when my husband retires."



In memory

Walter P. Knoche, 1832 Kensington Blvd., died March 2. He was a drill press operator at Winter Street prior to retiring in 1953.

Mabel L. Fisher, 2001 Hobson Road, died Feb. 25. She was a general clerk at SMD, Building 4-6, before she retired in 1959.

Leon D. Lahrman, 3937 Buell Drive, died Feb. 20. He was a designer at STD, Building 26-2.

Clarence Williams Sr., 721 Eckart St., died Jan. 2. He retired from GE with 27 years of service. His final assignment was at Section 15, SMD, Taylor St.

Fishing school slated March 27

The 33rd annual GE Club Fishing School will take place Saturday, March 27 at the GE Club with morning, afternoon, and evening sessions, Ray Fischbach announced this week. Doors will open at 9 a.m.

Co-sponsored by GE Club and Tackle Box, the school will include seminars on fly rods, bass

fishing, use of depth finders and fishing equipment displays.

Tickets will be available at the GE Club and at the Tackle Box. Tickets purchased at these locations will cost \$2. Tickets sold at the door will cost \$2.50. Children under 12 will be admitted free if accompanied by an adult. Door prizes will be given.

Bowling

Wednesday Owl

Dan Moeler (245-247) 688
Jay Miller (212-232) 601
Fred Stearley 219
Max Walton 210

Monday Nite Ladies

Diann Williams 574
(182-196-196)
Edna Spatt 189

Tuesday Afternoon Ladies

Melissa Flory (206) 511
Naomi Reis (180) 503
Virginia Bryant 183

GE Office

Steve Scherer 651
(212-215-224)
Ed Fischer 233
Gil Baker 232
Walt Hein 222
Dick Wells 219
Roy Brokaw 212

Hermitec League

Bob Bellis (222-241) 629
John Fitzgerald (242) 607
Frank Cochran 224
Doc Chapman 216
Ralph Thomas 212
Emmitt Smith 210

Friday Nite Taylor St.

Dale Baeske 223
Paul Long 222
Tom Spillers 211

Friday Nite Ladies

Myra Spillers 202

TTY League

Lynnette Early 205

Monday Morning Ladies

Delois Smith 533
(186-186)
Maggie Hunter 191
Estella Paschell 188

Small Motor

Don Ostrowski 233
John Segyde 223
Buck Somers 222
Wayne Spratt 217
Francis Harter 212

General Electric News

Published weekly by the General Electric Company, an equal opportunity employer, in the interest of all GE employees and their families here. May not be reproduced in whole or part without express permission of General Electric Company.

GENERAL ELECTRIC

Chuck Welch, Manager
John Peirce, Editor
Rex Mericle, Chief Photographer
Gloria Smith, Adlets
Betty Gildewell, Proofreader
1635 BROADWAY
PO BOX 2204
FORT WAYNE IN 46801
Phone 426-7431, Ext. 3441
(Dial Comm. *8-322-3441)

ADLETS

FOR SALE

74 CHEV. CAPRICE, 4 dr., auto, V-8, pwr, air, 42,000 miles, \$1,650. 747-5461.
NEW SEWING YARD GOODS, large assortment. 745-7827.
70 NOVA, \$400; 4 Crager SS 14" rims, \$150. 745-9602.
16" ALUMINUM STORM DOOR w-door guard, \$25, aft. 4 p.m. 745-5731.
74 PARKWOOD MOBILE HOME, 14'x65', all appl., custom barn, exc. cond. 483-0712.
REFRIGERATOR/FREEZER, good cond., wht. 747-6788.
74 VW, sunroof, Sun Bug Super Beetle, \$2,700. 485-1119.
73 NOVA HATCHBACK, new tires, auto, \$595. 627-2429.
AMPLIFIER, Fender, one yr., cost \$800, sell for \$400. 489-5770.
MICHELIN RADIALS, 195x15, 23,000 miles, narrow white wall. 747-9881.
76 DATSUN TRUCK, 4 spd, low mileage, good gas mileage. 749-0222.
SNOW TIRES & RIMS, 2, H78x15, very good cond., \$100. 493-2080.
GE POTSCRUBBER DISHWASHER, built-in, exc. cond., \$200. 672-3659.
20" SCHWINN STING RAY, red & yel., ridden twice, \$75. 747-4304.

AIR CONDITIONER, 32,000 BTU, \$200; Hoover apt. size washer, \$175; starter golf clubs & bag, \$25. 449-1063.

KIMBALL ELECTRIC ORGAN, 2 keyboard, foot pedals, etc., has everything, \$1,295. 672-2094.

BOX SPRINGS & MATTRESS, Stearns & Foster, full sz. 441-9723.

GUITARS - one beginner, \$20; one electric, \$25; Appaloosa mare, gentle, \$700. 747-0774.

DINETTE SET, wood, exc. cond. 483-3082.

AM-FM STEREO w-8 trk & CB comp., Delco "Etr", fits GM cars. 637-6283.

PUPPIES, 6 wks., \$5. 747-5236.

MEDITERRANEAN STYLE COUCH, 2 chairs, make offer. 637-8102.

PFLUEGER FLY FISHING REEL, Medalist, Mdl 1494, aft. 5 p.m. 493-1431.

CONSOLE STEREO, ex. cond., Admiral, \$100. 747-4998.

WEDDING GOWN, train, veil, sz. 9/10, cost \$175, only \$50. 1-351-3981.

WANTED

CLOTHES RACKS. 485-5823.

COLONIAL DINING SET, 7 pcs., good cond. 749-0165.

LIONEL & American Flyer Trains, any cond., aft. 5 p.m. 1-724-8011.

TO BUY Jewel tea dishes, autumn leaf pattern, aft. 5 p.m. 1-728-9606.

TREES to cut down, prefer hardwood. 1-925-5425.

SOMEONE TO IRON, south, will drop off a.m. & pick up same p.m. 639-3565.

FOR RENT

STORE YOUR SNOWMOBILES or automobiles. 1-636-7264.

FREE

CAR-TOP CARRIER, homemade, waterproof. 482-1295.

GERMAN SHEPHERD PUPPIES. 627-2388.

SERVICE

PROFESSIONAL PHOTOGRAPHY, family portraits in your home, weddings, children, etc. 432-9753.

AEROBICS, southwest, begins 3/29, call now. 745-1666.

KIRBY CARPET CLEANING, dry method, reasonable. 749-5731.

ROOFING, reroofing, free estimates. 747-9583.

HOUSECLEANING, your apt. or house cleaned, \$20. 747-5531.

*ADLETS

GE NEWS BLDG. 18-3

NO ADS TAKEN BY PHONE

INDICATE TYPE OF AD HERE:

☐ For Sale * ☐ Ride Wanted
☐ Wanted ☐ Riders Wanted
☐ For Rent * ☐ Lost
☐ Free ☐ Found ☐ Service

(PLEASE PRINT NEATLY)

Ads must be received only on this form by noon Monday for publication Friday. You may submit only one adlet per issue of the GE News. No more than 40 letters per Adlet, please. Print phone number only on line indicated below. Property advertised must be available without regard to race, creed, national origin or sex.

Name _____

Address _____ City _____

Home Phone _____ Bldg. _____

* The item(s) referred to in this ad are in no way connected with any business venture

Signature _____



GTE and Area Services have their work cut out for them when it comes to hooking up all the wires for the new telephone system.

New telephone equipment being installed for Aug. 2 switch

The installation of a new, \$1.9 million digital telephone system for Fort Wayne GE is moving ahead on schedule, says Jim Brenock, manager of plant engineering for Area Services.

The new telecommunications equipment GE is purchasing from General Telephone is being installed in Building 20-2. When installation is completed in the next few weeks, extensive testing will begin.

Brenock said information on new telephone numbers and training sessions will go out to managers late this month and early in April. Users will receive training in July prior to vacation Shutdown.

"We plan to install the new telephones during Shutdown so that the new system will be operating when employees return Aug. 2." The investment is expected to reduce telecommunications costs and improve the productivity of those who use the system.



Joe Bryant (right), construction supervisor for GTE, points out some of the features of the control panel for the new digital electronic telephone system to **George Lambroff**, GE manager of telephone facilities.



Area Services Electrician **George McBride** (left) passes a telephone cable from the battery room to Lead Electrician **Don Hower**.

Paint

Continued from Page 1.

The brains of the outfit is a GE Logitrol programmable computer.

The Logitrol signals when it is time to load and unload racks of transformer parts and never forgets where each rack is in the 22-step painting process. It also moves racks from one tank to another via overhead hoists, and times their immersion in cleaning baths and sprays, in electrodeposition painting tanks and ovens.

"We still have a few little bugs to work out, but basically the system is working very well," says Roger Gump, process development specialist and resident expert on Logitrol.

He currently operates the controls on third shift, and Vern Schultz operates the system on first shift. Other STD employees load and unload the racks of parts.

The system has its own recycling and waste treatment systems that reduce pollution to almost zero and help boost painting efficiency to 99 percent. The efficiency of traditional

hand-painting systems is about 50 percent, says Ridlen, because of overspraying. Many of the pumps in the system use electric motors manufactured at the Taylor-Winter Operation of GPM.

"This new equipment also vastly improves the quality of the finish on our products," Ridlen notes. "It provides five times the corrosion resistance of obsolete methods, improves color consistency; and the

electrodeposition painting method produces an unvarying thickness of paint so you don't get runs or thin spots."

Further improvements are planned to make STD competitive for additional business.

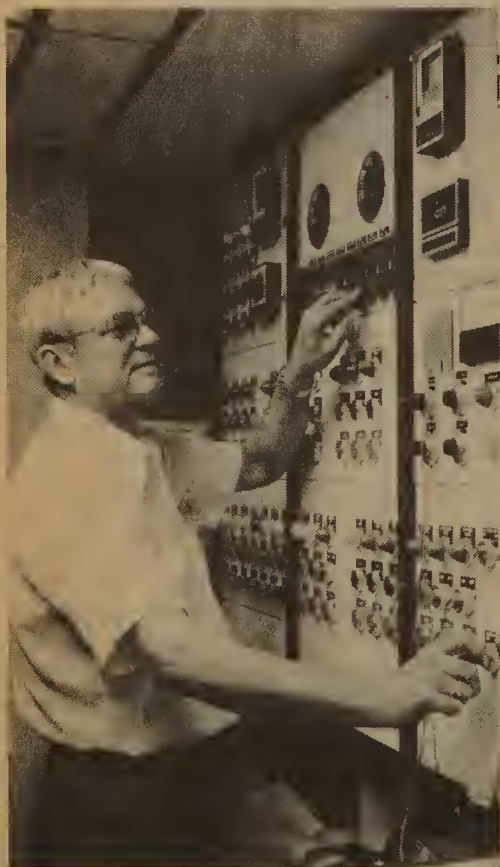
To provide customers with transformer colors other than gray or black, a hand-spray booth will be added to the system over vacation Shutdown.

Five employees win Phillippe Awards

General Electric employees in five states have been selected as winners of the 1982 Gerald L. Phillippe Awards for Distinguished Public Service. They were honored for their volunteer work to solve health, welfare and crime problems in their communities.

The 1982 awards from the General Electric Foundation go to **Helen W. Dudley**, collector in the finance operation of the Mobile Communications Business Division in Lynchburg, Va.; **Eaustria Sabir**, flame

spray operator for the Central Apparatus Service Department in Youngstown, Ohio; **Alexander Sledge**, manager of operations support documentation for GE Information Services Company in Rockville, Md.; **Frank J. Smith**, maintenance worker for the Room Air Conditioner Department in Louisville, Ky.; and **Anita C. van de Erve**, supervisor of the medical clinic and communication for the Large Steam Turbine-Generator Department plant in Charleston, S.C.



Vern Schultz, process development specialist, adjusts computerized controls for STD's new \$1.1 million paint system.

MAR 22 1982

ALLEN COUNTY
PUBLIC LIBRARY

INDIANA COLLECTED

General Electric News

MARCH 19, 1982

FORT WAYNE, INDIANA

VOLUME 64, NO. 11

Everyone in our market is hurting: Cochran

Sales decline, competitive pricing put pressure on HMD to cut costs

Hermetic Motor Department expects its sales to drop 12 percent this year from 1981 levels, General Manager Don Cochran told salaried employees in Fort Wayne last week.

"We expect to do more business the second half of the year than in the first half," Cochran said. "That's just the opposite of what we're used to, and it presents some special challenges for all of us."

HMD in Fort Wayne shut down operations this week to adjust for the unseasonal slump in sales.

"Everyone in our market is hurting for business," Cochran noted.

That includes vertically-integrated compressor manufacturers such as Copeland and Tecumseh, who are both customers and competitors of HMD.

Emerson cuts price, takes jobs

HMD also competes against Emerson, A. O. Smith and White. Cochran noted that Emerson recently lowered its price and won a significant order away from HMD at Copeland's Hartselle, Ala., plant. This will have an impact on Fort Wayne jobs.

"We are attempting to hold down our prices, not only to compete against companies such as Emerson but also to keep our customers from making more of their own rotors and stators," said Cochran.



Doug Ford, Keith Spiker and Doug Lehman (foreground) listen to HMD General Manager Don Cochran discuss the business outlook for 1982. Cochran said HMD expects a stronger second half, but overall sales will be down considerably from last year's levels.

"The need to hold down prices and the poor sales outlook require that we make sizeable improvements in productivity."

One way HMD aims to achieve both productivity and motor quality improvements is by reinvesting profit dollars in the business.

"We plan to spend over \$8 million on new equipment in 1982 — the

highest investment for the department in the last 10 years," said Cochran. "About three-quarters of a million dollars will be spent in Fort Wayne."

In response to an employee question about export sales, Cochran said they, too, will change in 1982.

See HERMETIC, Page 2.

Sales weaken; SMD to cut line rates

Because of a weak order rate and a bleak forecast, Specialty Motor Department will reduce its Taylor Street operation to a single shift by March 22.

Plant Manager Otis Price noted that several SMD customers are cutting back their production in air conditioning and furnace markets. He said line rates at Section 15 will be reduced this week and next.

The recession also has weakened markets for all product lines at GPM's Broadway plant. This will result in short-timing March 25 and 26 for about 450 employees, announced Plant Manager Pat Palmisano last week.

Palmisano told employees that short-term order requirements are not sufficient to fill the schedule in the month of March. However, he noted that requirements for April indicate a full load at current line rates.

Emergency aid available for GE flood victims

Eligible GE employees and pensioners who suffered financial loss from the flood that struck the Fort Wayne area this week may apply for GE disaster relief assistance under the GE Emergency Aid Plan. Loans and grants of up to \$1,500 are available.

Those who meet the eligibility requirements of the Emergency Aid Plan, outlined in GE benefits booklets, can obtain an application from their employee relations or personnel accounting office.

Administrators of the plan in each department have authority to determine what circumstances constitute an emergency under the plan and whose need is sufficient to justify loans and grants. Applicants may be asked to supply evidence of need.

Eligible employees are those who are a member of the GE Insurance

Plan and who have 30 days of continuous service. Employees remain eligible during absences for disability or layoff due to lack of work and during an authorized leave of absence.

Former employees who had continuity of service at the time their service ended are also eligible provided they:

- retired directly from the company under an established company retirement program,
- left the company after they were entitled to optional retirement,
- or are absent due to continuing disability or layoff for lack of work for not over five years or for the length of their previous continuous service, whichever is less. Such persons must have been participating in a company insurance plan for employees on the last day they worked.

Disaster relief loans and grants also are available for GE people who suffer financial loss from fire, explosion and tornado, as well as earthquakes and hurricanes.

Loans under the plan currently carry an interest rate of 4.75 percent. They must be repaid beginning not later than one month from the date the loan is made, or with the receipt of the first paycheck after return to work if the employee was absent without pay when the loan was granted.

In addition to disaster assistance, the GE Emergency Aid Plan provides for Emergency Aid Loans and Grants up to \$500. This aid is for personal illness, illness or death in the immediate family or other disaster affecting the immediate family of eligible GE people.

Photos on Page 2.

New lacing machines to give HMO tiers 'an extra hand'



HMO Planner Dick Shoemaker checks the performance of the first of four new lacing machines in Building 17. The machine will be put into operation once the computer programming is complete.

In the future, tiers at Hermetic Motor Operation will be able to lace both ends of a stator at once, achieving productivity improvements that will help make HMO more cost competitive.

That day is not far off since the first of the new generation of computer-programmable lacing machines is on-line in Building 17-4.

"We're certain some of our competitors already have similar machines," says Planner Dick Shoemaker, who is in charge of making the new machines operational. "But we think ours is the most up-to-date at this point in time."

The new machines will go on the three-phase line first, then will be installed on the single-phase line.

Two machines will be installed on each line and will replace obsolete machines that are about eight years old.

An extra hand

The first thing tiers will notice about the new machines is that they won't have a needle in their hand anymore, says Shoemaker. They will still position the leads and do finishing work, but it will be like having an extra hand that does all the lacing.

The new machines are driven by DC motors manufactured at Broadway GPM, but the key to

their performance is their computer control system. The computer can remember instructions for lacing as many as 50 different patterns.

"For small-lot orders, it's important to have this flexibility," says Shoemaker. "Each time a new pattern is required, the operator will simply punch in the right code."

Stator quality important

"Lacing is a critical area because our stators are shipped to our customers as is — not placed inside a motor," he adds. "How our stators look reflects the quality of the product. We're making sure our machine-lacing quality is as good or better than that of our hand-tiers, who do a fine job."

Shoemaker says that hand-lacing is a tedious job that has the highest incidence of tendonitis in the shop. The new machines should eliminate that side-effect of the job.

He notes that HMO has to be cost competitive not only with its traditional competitor, but also with customers who make their own compressor motors.

The new lacing machines are one of many investments HMO will make this year to improve its ability to compete in highly cost-competitive markets.

Hermetic

Continued from Page 1.

"We had considerable growth in direct export sales to Europe from 1978 to 1980, especially to L' Unite Hermetique and Maneurope. That was when it cost the French about 4.5 francs to buy a dollar's worth of motors from us. Now that the U.S. dollar has strengthened, it costs those same customers over 6 francs to buy a dollar's worth of motors. That amounts to a 33 percent increase in the price of our motors — just because of the exchange rate of our currencies."

As a result, HMD sales to Western Europe have declined significantly.

"Where we see growth potential for international sales is in Third World countries — places like Taiwan and Australia," Cochran said.

He pointed out that Fort Wayne HMD manufactures rotors and stators for these overseas markets. Direct exports provide the equivalent of about a dozen jobs in Build-

ing 17.

Cochran noted that the Fort Wayne plant recently received an order from a new customer in the Far East for rotors and stators to be used in air conditioners and heat pumps.

The Hermetic Motor Operation also expects to do more business this year in Australia with a manufacturer of air conditioning equipment.

HMD a world leader

Cochran said HMD is the world leader in product technology, particularly when it comes to high efficiency motors. "Our leadership in motor efficiency has helped us gain share at key customers," he said.

Cochran praised Fort Wayne HMD employees for their performance in 1981. "You have an excellent reputation for doing what you say you'll do, and you're off to a good start this year. I appreciate all you've done."

Employee Assistance Plan offers flood aid

"We know that people who have been forced to move out of their homes by the flood are under a lot of stress," says Dag Arnold, Employee Assistance Plan counselor.

"In an emergency situation such as this, GE people who feel a need for immediate counseling can come directly to the Mental Health Center at East State and Parnell without an appointment."

Employees should first try to contact Dag at 426-7431, Ext. 2311, which is the confidential EAP hotline. If Dag is not in, they can leave a message on how and when they wish Dag to get in touch with them. Meetings often are arranged off GE premises.

Dag can also be reached at the Mental Health Center, 482-9111.



That's far enough

No, it's not a canal in Venice (top photo). It's a flooded Pauline Street that Ken Mitchell, a GE Taylor Street neighbor, is looking at. So far, only the Taylor Street plant's docks have water in them, but Denver Sarver of Area Services is keeping an eye on the flood level (bottom). GE's Emergency Aid Plan and Employee Assistance Plan stand ready to serve GE people affected by the flood.

Bowling

Dale Baeske rolled a 233 in the Friday Night Taylor Street League to lead all bowlers, but Dick Wells of the GE Office League was just a pin behind at 232.

Dan Moeller of the Wednesday Owl League had the highest series with a 641.

Diann Williams of the Monday Nite Ladies paced the women with 216 in a 568 series.

League Wrap-Up

Monday Morning Ladies		Jay Miller	226
Mildred Franke (183)	517	Jim Weirick	218
Nellie Tappmeyer	192	Dan Moeller	211
Maggie Hunter	186	Doak Walker	211
GE Office		Apparatus League	
Dick Wells	232	Herb Langer	212
Homer Jeffery	221	GE Friday Nite Ladies	
Ed Koontz	219	Bessie Shields	540
Monday Nite Ladies		(186-197)	
Diann Williams	568	Nancy Wysong	190
(218-190)		Elda Saylor	180
Shirley Bohner	189	Friday Night Taylor Street	
Sheila Harrington	184	Dale Baeske	233
Tuesday Afternoon Ladies		Pets & Tills	
Delores Benzing	196	Elsie Oliver (214)	517
Maria Hughes	186	Jan Blakeley	188
Sandy Hernandez	183	Mardy Dies	184
Wednesday Owl		Don Slater	210-215
Dan Moeller (230)	841	Jack & Jill Mixed	
Rick Dunkin	226	Bob Sheets	214

In memory

Herman N. Werling, Oak Park, Ill., died March 13. He was a production leader at Winter Street before he retired in 1966.

Gerald R. Norwalt, 2029 Brooklyn Ave., died March 10. He did connecting and assembling work at STD, Building 27, prior to retiring in 1966.

Ralph J. Oberholtzer, 6909 Goodrich Road, died March 12. He worked in Oxidize and Anneal Cores at Taylor Street SMD prior to retiring in 1975.

Paul C. Carter, San Diego, CA, died March 10. He worked in the Small AC Motor Dept., Winter Street, before retirement in 1963.

40 years of service



Eldon Stanley
AMO/MT0



Jack Leland
GPM, Winter St.



Eugene Rosswurm
GPM, Winter St.

Elex plans October World's Fair tour

A second bus trip to the World's Fair in Knoxville, Tenn., has been scheduled for Oct. 18-24 because of the overwhelming response to the July trip sponsored by the Elex Club.

Cost of the tour will be \$346.75 per person, two to a room.

Highlights of the tour are as follows:

Oct. 18 — Leave Fort Wayne at 6 a.m. and visit the Lanier mansion in Madison, home of the Civil War financier. The bus will also stop at the giant Floral Clock in Frankfort,

Ky., and Danville's historic Constitution Square. Spend the night in Somerset, Ky.

Oct. 19 — Leave for the fair at 8 a.m. and stay until late afternoon.

Oct. 20 — Another day at the fair where there will be international exhibits, parades, celebrity entertainment and sporting events.

Oct. 21 — Visit Cherokee, N.C., and the Oconaluftee Indian Village, then to Tallulah Gorge, the Grand Canyon of the South. Dinner in the Bavarian-styled town of Helen, Ga.

Oct. 22 — Visit Lookout Mountain near Chattanooga, Tenn.

Oct. 23 — Tour goes north to Bardstown, which inspired Stephen Foster to write the song "My Ol' Kentucky Home." Evening entertainment will be the "Lincoln Jamboree" in Hodgenville, birthplace of Abraham Lincoln.

Oct. 24 — Visit Churchill Downs, home of the Kentucky Derby, then tour Columbus, Ind., which is noted for its architecture.

For information, contact the Elex Club office, Ext. 3555.

Elex calendar

- April 5 - Partizan Chapter Board, 11:30 a.m., Lucky Steer Restaurant, 4102 Lake Ave.
- 6 - Reservation deadline for April 12 Elex supper.
- 7 - Elex second shift Executive Board meeting, 1 p.m. Bldg. 17-3 Conference Room.
- 8 - Reservation deadline for April 15 Elex luncheon.
- 12 - Elex Club supper and program for Elex members and guests, GE Club auditorium. Supper catered by Betty Craver and served from 5 to 5:45 p.m. Menu: - Beef tenderloin tips with mushrooms over noodles, Harvard beets, perfection salad, cream pies, rolls and beverage. Tickets for Elex members \$4.75, guests \$5.25. "Switzerland - Now and Then" travelogue with Bob O'Reilly.
- 14 - Pen-El Chapter, 11:30 a.m., Bethany Presbyterian Church, 1616 W. Main St.
- 15 - Elex luncheon and program for members and their bosses, Lester's Party Room, 1502 Bluffton Road. Cash bar at 11:30 a.m., luncheon at 12 noon. Tickets \$5. Menu: - Barbecue pork chop, au gratin potatoes, Italian green beans, tossed salad, apple crisp, rolls and beverage. Program: Mime with Craig Babcock.
- 16 - Quintus Chapter, 1 p.m., Georgetown Library, 6600 E. State Blvd.
- 18 - Skating party for Elex members, GE employees, retirees and guests. Tickets \$1 per person or \$3 for a family of one household. Bell's Skating Rink, 7009 Lincoln Highway E.
- 19 - Elex Executive Committee meeting, 4:45 p.m., Bldg. 18-3 conference room.
- 20 - Partizan Chapter, 12 noon, Lutheran Home, 6723 South Anthony Blvd.
- 21 - El Par Chapter, telephone committee will advise time and place.
- 26 - Honor-ettes Chapter, 1 p.m., Salem United Church of Christ, 2401 Lake Ave.
- 27 - First Shift Elex Executive Board meeting, 7:30 p.m., Bldg. 18-1 conference room.
- 29 - Partizan Chapter Mixer, 6 p.m., Sears Pavilion, 1701 Bluffton Road.

ADLETS

FOR SALE

GE POTSCRUBBER DISHWASHER, built-in, exc. cond., \$200. 672-3659.

LARGE LOT, W. State, \$12,000 or may take '81-'82 car in trade. 426-4485.

GOLF CLUBS, full set Spalding Royal and second set irons only. 747-9881.

DWARF PARROT, must sell, make offer. 639-3768.

'76 PLYMOUTH DUSTER, 6 cyl, 3 spd, over-drive, exc. cond., \$1,500. 638-4768.

AKC DACHSHUND, male, 2 yrs., good watchdog, loves children, \$75 or best offer. 749-8872.

TWIN SIZE MATTRESS & BOX SPRINGS, pad cover & sheets, \$110. 485-8562.

INNERSPRING TWIN MATTRESS, Sears. 745-1337.

ARMY COMBAT BOOTS, sz. 9½; dinner jacket, sz. 16, wht. 749-2323.

WEDDING GOWN & VEIL, satin, sz. 9/11, orig. \$500, sell, \$160. 447-7025.

BOBBY-MAC DELUXE CAR SEAT, exc. cond., \$30. 485-4727.

'77 FORD VAN E-150, V-8, 3 spd, pwr, air, AM-FM, no rust. 485-2319.

LADIES SHORTS, pants, formals, sz. 9/12; shoes; 11" B&W TV. 447-3418.

LADIES GOLF WOODS, Wilson K-28, used one time. 1-723-5339.

TRS-80 COMPUTER, w-keybd CRT B&W display screen & cassette, manuals & instructions, aft. 5:30 p.m. 493-2983.

BEDROOM SET, 4 pc.; dining room table; misc. chairs, drapes. 424-0410.

WRINGER WASHER, Hoover, runs good, \$75. 445-8443.

COCKATEEL, hand-trained, fe, gm, w-ex. large cage, \$60. 484-0107.

USED CARPET, sage gm, 45 yds. 456-1568.

'79 ARTIC CAT PANTHER 5000 SNOW-MOBILE, like new, \$1,350. 447-3675.

'79 IH SCOUT, good cond., auto rally pkg., \$5,500, eves. 447-9621.

'73 IMPALA COUPE, 350, air, pwr, body fair, \$450, aft. 4 p.m. 745-5731.

WASHER-DRYER, all in one, Sears, space saver, make offer. 447-5161.

'81 CHEV MALIBU CLASSIC WGN, fully equip., 10,000 miles, exc. cond., \$8,500. 485-1437.

BUMPER POOL TABLE, slate, best made; fish & ski boat, Glastron. 747-0241.

40 CH SSB/AM CB, \$140; CB base ant., \$20. 747-5119.

NEW CB BASE ANTENNA, \$30; 102" fbrgl whip ant., \$6; 40 ch SSB CB, \$140. 747-5606.

BOY'S NAVY SPORT COAT, Palm Beach, sz. 16-18, exc. cond., \$20. 485-8530.

USED DOORS, 5' bifold, 24" & 30". 432-1460.

'79 BASS BOAT, 16', Sea Nymph, aft. 6:30 p.m. 1-925-3064.

VANITY, older type, 5 dwrs w-mirror, good cond., \$85. 489-9749.

'72 COACHMAN MOBILE HOME, exc. cond., has everything, 10,000 miles. 426-2322.

'77 TOYOTA COROLLA, air, 5 spd, new tires, \$2,975. 1-244-7785.

TAPE PLAYER; GE toaster, reasonable. 456-8506.

COLEMAN CAMP STOVE, 3 burner, like new, \$40. 657-5681.

'79 PLYMOUTH ARROW PICK-UP w-cap, \$4,300 or bst offer; '72 Artic Cat Lynx; '74 Artic Cat El Tigra. 482-2070.

WORLD WAR I UNIFORM; rope bed, \$500; old Times & News. 489-9453.

WANTED

BOWLING BALL, 8 or 9 lb. 456-3057.

AIR CONDITIONER, window unit, aft. 6 p.m. 436-1140.

LIONEL & American Flyer Trains, any cond., aft. 5 p.m. 1-724-8011.

OUTSIDE JOHNS & MARYS for small country park, reas., good cond. 486-4195.

SERVICE

BABYSITTING in my home, Times Corners. 432-7440.

GARAGE CONSTRUCTION, concrete construction, licensed, ins., eves. 446-5643.

WILL CARE FOR YOUR CHILD while you work, lots of TLC. 747-9583.

CPA, income taxes, accounting svcs., reasonable. 1-356-7576.

BABYSITTING - would like to babysit in my Crestwood home. 483-5008.

WILL CLEAN YOUR HOUSE OR APT., \$20, refs. 747-5531.

CONTINUOUS GUTTERS, free est., colors; alum. products. 627-2429.

PROFESSIONAL PHOTOGRAPHY, family portraits in home, weddings, children, copy work. 432-9753.

SATELLITE CEILINGS, sprayed tex. with or without glitter, drywall. 456-3848.

TAXES PREPARED, professional, reasonable. 456-7180.

FREE

BORDER COLLIE PUPS, to good home, ready at Easter time, eves. 483-3431.

*ADLETS

GE NEWS BLDG. 18-3
NO ADS TAKEN BY PHONE

INDICATE TYPE OF AD HERE:

- | | |
|-------------------------------------|---|
| <input type="checkbox"/> For Sale * | <input type="checkbox"/> Ride Wanted |
| <input type="checkbox"/> Wanted | <input type="checkbox"/> Riders Wanted |
| <input type="checkbox"/> For Rent * | <input type="checkbox"/> Lost |
| <input type="checkbox"/> Free | <input type="checkbox"/> Found <input type="checkbox"/> Service |

(PLEASE PRINT NEATLY)

Ads must be received only on this form by noon Monday for publication Friday. You may submit only one adlet per issue of the **GE News**. No more than 40 letters per Adlet, please. Print phone number only on line indicated below. Property advertised must be available without regard to race, creed, national origin or sex.

Name _____

Address _____ City _____

Home Phone _____ Bldg. _____

* The item(s) referred to in this ad are in no way connected with any business venture

Signature _____

Profiles in change:

Tom Hazelett prepares for job opportunities, retirement

The world is changing and GE is changing with it. "Too fast," say some employees. "Not fast enough," say others.

In spite of temporary ups and downs in the economy, Fort Wayne GE businesses are investing profit dollars in modern equipment to stay competitive. But what about GE people? What are they doing to adjust to changes in the economy, technology and the job market? How are they investing in their futures?

The following story about Tom Hazelett, mail room clerk-leader at Broadway, begins a new series in the GE News that will attempt to answer those questions. The series is entitled "Profiles in change."

Since Tom Hazelett came to work at GE in 1972, he's had his ups and downs.

In the 1970s he was laid off. Last week he was promoted to mail room clerk-leader in Building 18-1.

Things change, but Tom's aspirations haven't. He'd like to become a supervisor some day and retire with enough income to do the things he wants.

"I feel I'm going to have to prepare to meet job requirements of the future," he says. "I get around enough to see the robots being built and the computers being used in different jobs to know that things are going to change. I think it's going to take more preparation and training to get and keep the better jobs."

Updating skills with GE help

Like many other GE employees, Tom has been using tuition refunds from the GE Individual Development Program to learn new skills.

"I usually take one class each quarter at IVY Tech in industrial maintenance. If I pass the class, GE pays the tuition, which amounts to about \$50 or \$60 per class."

Although job opportunities tend to shrink when the economy goes into recession, Tom believes that situation eventually will change. He is taking advantage of his GE benefits to prepare for the future.

Tom was laid off his GE job in the 1970s and



Tom Hazelett sorts mail in Building 18-1.

learned a lot from that experience.

"A friend of mine got laid off about the same time, but he was able to draw about \$3,000 out of his Savings and Security Program account. I made up my mind that if I ever went back to GE I'd get into S&SP."

Saving for future needs

And he did. With him and his wife both working, they figured it was an opportune time for them to take full advantage of the opportunity to save.

His wife is now laid off from another Fort Wayne employer. She has unemployment benefits, but the prospect of her being recalled is slim.

"I'm glad to have my GE job," Tom says. "It's ironic, when I came to work at GE out of high school, some of my friends went to work

at other, higher-paying employers in town. Now I'm the only one working."

Tom regards S&SP as an ideal way to save for long-term goals and provide layoff protection. "It adds up in a hurry, and I'm not tempted to spend it."

S&SP provides extra security

"If I ever get caught in a lack-of-work situation, I can always withdraw part of my savings."

Employees on lack-of-work for two weeks or more can withdraw all of their contributions to S&SP without forfeiting the company matching payment, Tom notes.

Tom also uses the Retirement Option Account feature of S&SP to shelter his savings from taxes and save for retirement. Although he is only 30 years old, Tom is thinking ahead to that time in his life.

Building nest egg four ways

In addition to his GE pension, Social Security and his Retirement Option Account, Tom has opened an Individual Retirement Account (IRA) at a bank to provide extra retirement income and to cut his current tax liability.

Since he and his wife both have income and few deductions, "We really get hit hard by taxes," Tom says.

"We decided to take advantage of the IRA law this year while we can afford it and can use it to defer our taxes."

According to the GE Credit Union, over 180 Credit Union members have taken advantage of the new law which went into effect Jan. 1, 1982, allowing employees covered by a company pension plan to open an IRA account. IRA accounts can be opened at a variety of financial institutions.

Tom doesn't know for sure what the future will hold for him. "I expect that the jobs available at GE will always be changing, and I think they will demand higher skills."

He regards saving and continuing education as the keys to his future. Whatever the future holds, he says, "I want to be prepared."

Ted Lantz named to MTO position

Theodore (Ted) J. Lantz was appointed manager of Motor Group process planning at MTO effective March 1. He reports to Bill Ehner, manager of MTO.

Lantz comes to the Motor Technology Operation from the Major Appliance Business Group, Louisville, Ky., where he was manager of the Compressor Project in the World Refrigerator Project.

He joined GE in 1955. Lantz has a Masters in Business Administration from the University of Louisville and a mechanical engineering degree from the University of Cincinnati.



Ted Lantz, joins MTO as manager of Motor Group process planning.

Bloodmobile at East Broadway March 30

GE employees at East Broadway locations will get their chance to participate in the 1982 Red Cross Blood Drive March 30.

The Bloodmobile will be located at the GE Club on that date, and sign-up forms will be distributed in advance.

"Because of the inclement weather this year, donations to the blood bank have been lower than expected," says Ginny Huguenard, personnel practices specialist.

"The Red Cross needs to bolster its blood supply and asks our help."

GENERAL ELECTRIC
3-WAYS
50-100-150

LOW
FOR TV
AND SECURITY
HIGH
FOR
READING

SAVE ON
GENERAL ELECTRIC
3-WAYS
30-70-100

Your choice only \$.99 March 19-31
at Your Employee Store
1030 Swinney 10-5:30 M-F

Mail, Inc.
1050 S. Anthony Blvd.
Fort Wayne, IN 46803

Address correction requested

BULK RATE
U.S. POSTAGE
PAID
FORT WAYNE, IN
Permit No. 40

(For quickest response, please mail all non-intracompany address changes directly to Mail, Inc. at the address printed above. Be sure to include both old and new addresses indicating zip codes for each.)

60894 NI INVA IN
SEC 900 WELK ST
ORDER DIV-PERIODICAL
PUBLIC LIBRARY

Box 2270
48801

Anna Saylor had long road to row during '82 flood

The great flood of 1982 came to Anna Saylor's doorstep and . . . stopped.

"It was scary for a while," says Anna.

She stayed home from work in the rotor and endshield area of Section 15, SMD, Taylor Street, for a day and a half — watching the overgrown St. Mary's River lap at her threshold.

"We were ready to move the furniture any time," she says. She wasn't about to go anywhere because the Saylor's house on Fillmore Street was surrounded by mud-colored water.

Fortunately a rowboat had been left for the winter by Anna's brother. As soon as the immediate threat to the Saylor's house subsided, Anna headed for work — in the rowboat.

"Either my son, Chris, or my husband would row me to Covington Road (about 200 yards), and I'd ride into GE from there," says Anna. "It was scary at times, but we had a ball, too."

See ROWING, Page 4.



Last week SMD's Anna Saylor rowed instead of drove down Fillmore Street to and from work. Her house, rear left

of photo, was surrounded by flood waters from the St. Mary's River.

General Electric News

MARCH 26, 1982

FORT WAYNE, INDIANA

VOLUME 64, NO. 12

GE people pitch in during flood emergency

Fort Wayne GE people waded into the flood relief effort the past two weeks with contributions of food, clothing and cash, and with just plain hard work.

As the flood that resulted in the evacuation of 13,000 Fort Wayne residents receded from record high levels, GE people pitched in to help put the community back on its feet.

Over \$6,200 donated

IUE Local 901 raised \$3,157.21 in cash, an estimated \$3,100 worth of food and a large amount of clothing in collections at GE plant gates last week, said Local 901 President John Carpenter.

"It was beautiful to see the unions, the company and GE people work together in this effort," Carpenter said. All the contributions will be distributed through the American Red Cross to the Fort Wayne Flood Relief Fund.

This week over 450 employees scheduled for lack of work volunteered their time to help with flood clean-up operations. On Monday, 41 Taylor Street employees boarded a GE-chartered city bus and hefted sandbags onto trucks all day at the city street garage.

By Tuesday, residents of the flood-ravaged Nebraska Neighborhood were allowed to return to their homes. About 55 employee volunteers from the East Side of Broadway were dispatched to the area to begin clean-up operations Tuesday.

Two of these employees, Gene Hoffman and Jim Fisher of STD, helped flood victims on Elm, Boone, Mechanic and Franklin streets clean up the rubble.

"You just can't believe how much hard work is left to do," said Hoffman after returning to the GE plant by bus. Both employees' clothes were streaked with mud from the day's work.

"It's not over for those people," added Fisher. "It's just a mess."

They helped residents dispose of ruined furniture and helped them rip up linoleum and carpeting so they could dry out.

Even though he had seen press and TV coverage of the flood, Fisher noted, "You just don't realize how bad it is until you see it for yourself."

GE'ers proud of work

He said he was proud of what he and his fellow workers were able to accomplish. "Everyone cooperated. I think GE people did a good job."

Hoffman added, "I think we accomplished quite a bit. The people appreciated what we did — especially the elderly. I know I got some self-satisfaction from helping out. I'm glad I did it."

They said many of the homes apparently did not have their utilities turned back on, so residents still were relying on meals delivered by Red Cross trucks.

"The sad thing was to see people throwing away family pictures and kids' toys damaged by the flood," said Hoffman.

Organized GE volunteer efforts were to continue Thursday with 250 Taylor-Winter employees and Friday with 125 GPM Broadway employees.

See VOLUNTEERS, Page 4.



Volunteers from SMD Taylor Street swarmed over piles of sandbags Monday at the city street garage to help Fort Wayne clean up after the record flood.

Work Zone VIII Training Program application deadline May 3

If you are a GE employee on a job rated IR16, R17 or lower, this could be your last chance to obtain Zone VIII training that could qualify you to obtain an entry-level craft job.

Don House, who heads the program for Fort Wayne GE, encourages eligible employees to apply before the May 3 deadline. Applications are available in each plant's employee relations office.

The classes will take place June 1 through Aug. 13 at GE and Indiana Vocational Technical College (IVY Tech).

The program is designed to develop skills in blueprint reading, mathematics and machining skills. These are the skills frequently required to compete for jobs defined in the 1978 GE-Equal Opportunity Commission Conciliation Agreement as being in Work Zone VIII.

Included are hourly-paid jobs considered to be entry level crafts. These jobs have pay rate ranges of R18 to R21, C41 to C44, and IR17 to IR20.

The course is not expected to be offered next year.

"Except for basic grammar school arithmetic, no prior experience or

special education is required," says House.

Instruction will begin at a basic mechanical skills level so employees who have not been exposed to machining and fabrication operations will not be screened out.

Classes begin June 1

Classes will begin June 1 and meet each Tuesday and Thursday for four weeks in the 18-1 conference room at Broadway GE. Trainees who complete this classroom work will then be able to transfer from their present assignments to the IVY Tech machine shop, located at 3800 North Anthony Blvd.

Beginning Monday, June 28, training will continue at IVY Tech from 7 a.m. to 3:30 p.m., five days a week for five weeks. There will be a two-week recess for GE shutdown, and trainees will have one-half hour for lunch each day.

Hands-on instruction

Instruction at IVY Tech will include classroom work and hands-on instruction in the use of lathes, mills, surface and cylindrical grinders, drill presses and saws. Also included will be instruction in bench work layout and use of measuring

devices such as micrometers, indicators and T-squares. These tools are used in machine shop and quality control assignments, says House.

"Employees who participated in the first three programs proved that the most important ingredient for success is the willingness to apply yourself," House notes. "It has nothing to do with the race or sex of the person."

Work Zone VIII training is part of General Electric's commitment of equal opportunity employment outlined in the company's agreement with the Equal Employment Opportunity Commission. The program objective, as stated in the agreement, is to provide formal training so that qualified women and minorities will be in a position to compete for jobs in Work Zones VII and VIII.

Completion of the course does not guarantee placement in these work zones, nor does it automatically qualify graduates for the agreement's Promotion Incentive Bonus. The bonus applies when an employee obtains a permanent upgrade to Zone VII or VIII.

House notes that training en-

hances participants' opportunities for placement in other areas using similar skills, provides a solid base in crafts training and a chance to experience the challenges of machine shop work.

During the five weeks of training at IVY Tech, dayworkers will receive their current paid rate. Incentive workers will receive their memo daywork rate (job rate) in effect at the time the trainee transfers to IVY Tech.

Temporary assignment

Each trainee's assignment is considered temporary, and an employee replacing the trainee will also be considered temporary. That assures all trainees may return to their previous assignments (production requirements and seniority permitting) following completion of the program.

All shifts eligible

Classroom work during the first month of the training has been arranged to take place after regular first shift; however, employees from all shifts are eligible to participate on their own time.

Freiburger puts Zone VIII training to use



Marty Freiburger used Zone VIII training skills to obtain a double-end winding job at STD.

"Work Zone VIII training helped me acquire the IR18 job I have now at STD," said Elaine "Marty" Freiburger.

Marty was one of 15 GE employees who completed the training last summer. They learned the basics of running milling machines, lathes and other machine tools and how to read blueprints. But one of the most important benefits of the program cited by the employees who took part was the confidence they gained in their own abilities.

"For me, Zone VIII training was a fantastic experience," she said. "I went home from school on a super high every night. Without that training, I would not have been qualified for the job I have now."

Marty noted that blueprint reading skills she gained on the training program at IVY Tech last summer were the key to landing her current job. "I've had no problem reading the specs for this job. I felt really pleased when I got it."

Marty has been on the winding machine for about seven weeks but sees it as only temporary because of the lack-of-work situation. Still, she has proven to herself she can do the job.

GE Club softball league needs manager to start

If you have more poise than Billy Martin, more patience than George Steinbrenner and are willing to work for a lot less than Reggie Jackson's salary, you may be the person the GE softball league is looking for.

In order for the league to get started this season, a league manager is needed. The manager is responsible for scheduling and rosters, and the position is voluntary.

The GE Club will supply the equipment including softballs, but a designated manager is needed by the end of March so diamonds can be reserved for the season. If interested, contact Ray Fishbach at the GE Club, Ext. 2042.

GE Fishing School to feature seminars

Seminars on bass and walleye fishing and on depth finders will highlight the GE Fishing School at the GE Club Saturday, March 27.

Ray Meredith, representative for Lowrence depth finders and Operation Bass Classic winner in 1980, will conduct a bass fishing seminar at 10 a.m. He will talk about depth finders at 2 p.m.

Mike Harris, winner of the 1980 Lake Erie Charter Boat Operators Association Pro-Am Walleye Tournament, will present a seminar on walleye fishing at 6 p.m.

There will also be fishing tackle displays and company representatives on hand throughout the day.

Tickets may be purchased in advance for \$2 at the GE Club and at the Tackle Box, 821 Coliseum Blvd., West.

Tickets will be sold at the door for \$2.50. Children under 12 will be admitted free when accompanied by an adult. Doors open at 9 a.m.

NEW LOW PRICES ON THE FOLLOWING CLASS 'E' ITEMS:

• CT02000E Countertop Oven Only \$57.99 Less mail-in rebate: \$ 5.00 Net cost: \$52.99	• FP6E Food Processor Only \$73.99 • SS1 Silcer Shredder Only \$22.99	• Pro 7 Deluxe Hair Dryer Only \$9.99 Less mail-in rebate: \$3.00 Net cost: \$6.99
• CT03000E Digital Countertop Oven Only \$73.99 Less mail-in rebate: \$10.00 Net cost: \$63.99	• 8143 Electronic Digital Clock Only \$10.99 Less mail-in rebate: \$ 5.00 Net cost: \$ 5.99	• Pro 16 1400 Watt Turbo-Dryer Only \$9.99 Less mail-in rebate: \$4.00 Net cost: \$5.99

This is a limited time offer! Don't miss it!
At Your Employee Store

Open M-F 10-5:30

1030 Swinney

Alley Chat

No-tap tourney to begin April 1

The GE Club and GE Club Bowling Lanes will co-sponsor a no-tap tournament April 1 through May 15. In a no-tap tourney, all one-pin leaves on the first ball count as a strike.

The top team will win \$500 and trophies, based on 100 entries, and the top doubles combo will win \$250.

The singles top prize will be \$100.

The GE Club and the privately-owned lanes will donate \$820 toward the event.

Any ABC or WIBC sanctioned bowler is eligible to participate. For more information and to make reservations, call Ext. 2042 or 426-8487.

League Wrap-up

Friday Night Taylor				Apparatus League			
Kevin Senter	222	Kenny Rogers	245				
Mike Chester	220	Bob Kinsey	225				
Bob Sholl	218	Bob Miller	212				
Monday Nite Ladies				Adam & Eve			
Bobbie Refeld	191	Maureen Rogers	577				
Dina Armstrong	180	(191-192-194)					
		Karen Brandt	193				
		Kitty Jedlikowski	192				
		Elaine Hofacker	187				
		Joe Kramer (236-184)	837				
		Kenny Rogers	238				
		Walt Rysiawa	225				
		Bonnel Clawson	214				
		Ernie Garrett	213				
		Russ Roach	211				
		Dick Madden 3-6-8-10 split.					

Tuas. Afternoon Ladies				Monday Morning Ladies			
Louise Young	202			Cheryl Daseler (211)	515		
				Maggie Hunter (212)	514		
				Shiela Wyss	204		
Senior Citizens				GE Office			
Mary Snyder (194)	529			Dave Locker (204-222)	820		
Mae Dial (184)	523			Bob Rietdorf	224		
Earlene Macy (198)	522			Jim Plemens	223		
Gladys Wright	181-193			Dick Alfeld	221		
Lela Bell	190			Dave Knepple	210-216		
Alice Hahn	181			Art Hartman	215		
Clara Lauer	181			Tom Schible	213		
Cecil Tarney (213-216)	607			John Wilson	213		
Harold Nieman	221			Dick Wells	212		
Frank McBride	212			Joe Nicolsi	212		
Ralph Thomas	200-211			Small Motor League			
Sam Macy	208			Wayne Spratt	234		
Leon May	206-204			Tom Bush	212		
Walter Williamson	206			Vern Doehman	211		
Scudder Chaney	202-201						
Bill York	202						



On March 16, the tornado season arrived in the Fort Wayne area as a twister was sighted south of Baer Field. Plant protection officers urge employees to take heed of tornado procedures in their work area.

Are you prepared?

Tornado season arrives early

The season's first tornado twisted through the Fort Wayne area March 16 just south of the Baer Field airport.

With tornado season's early arrival, plant protection officers encourage employees to make sure they know emergency procedures for their work area.

The tornado warning signal at all three GE plant locations is the same — a five-minute signal from Civil Defense sirens on top of Building 4-6 at Broadway, the Power House at Taylor Street and on Building 2 at Winter Street.

These sirens are tested at noon the first Monday of each month, notes Bob Walt, supervisor of plant protection at Broadway.

When the warning sounds, employees are to follow instructions

posted as information bulletins throughout their plants. In general, the guidelines are:

- Stay away from exterior walls and windows.
- Seek cover inside, toward the center of the building on the lowest level possible.
- Shut off equipment.
- Do not seek shelter in or between vehicles, in elevators, under stairwells or near manufacturing equipment or processes.

A single blast of the siren lasting 30 seconds is the all-clear signal, notes Jerry Koehl, supervisor of plant protection at Winter Street and Taylor Street. Since tornado danger can last any length of time, employees should remain in a protected area until they hear the signal.

Still time to change S&SP investments

Savings and Security Program participants can change the way their future savings and company contributions are invested once each calendar quarter. Changes made by Wednesday, March 31, will go into effect with the first paycheck in April.

Investment options include U.S. Savings Bonds, Holding

Period Interest Fund, GE Stock and the S&S Mutual Fund.

Participants can change their investments rate or enroll for S&SP life insurance at any time.

Past savings and interest on them must stay in the investments you originally chose for them while in the holding period.

In memory

Doris J. Smith, 7555 Decatur Road, died March 14. She was a general clerk at GPM, Taylor Street.

Robert E. Morris, Columbia City, died March 14. He was a production specialist at SMD,

Building 12, prior to retiring in 1969.

Darrel J. Hirschfelder, 420 Fairwick Lane, died March 13. He worked in factory process and methods for STD, Building 26-3, prior to retiring in 1970.

ADLETS

RIDE WANTED

RI-LAKES TO WEST BROADWAY, 7-3:30 p.m., possibly alternating. 1-691-2774.

FOR SALE

MOTOR HOME, '78 Pace Arrow, 28', mint cond., GL1000 Honda and 350 Honda cycles.
CHRYSLER PARTS, new & used. 747-5024.
MOTO X BIKE, must sell, \$60. 485-8766.
79 HARLEY DAVIDSON CLASSIC; 17' Woodsman camper, slps 6, eves. 1-728-2677.
80 HONDA 400 CUSTOM, mag whls, elec. start Fairing, showroom cond., 2,000 mi., \$1,350. 432-8809.
74 CHEV CAPRICE, auto, V8, pwr, air, 4 dr., 42,000 miles, \$1,500. 747-5461.
76 DATSUN TRUCK, 4 cyl, low mileage, some rust, \$1,900. 749-0222.
GIRL'S 20" SCHWINN BICYCLE, nice cond., \$30. 432-6287.
DECORATIVE CURTAIN ROD, 53"-96", like new. 432-8644.
72 DODGE DEMON, V8, 51,000 miles, \$1,150. 432-3305.
CONTEMPORARY DINING ROOM, 9 pc., \$725; 80" sofa w-velour chairs, \$375, exc. cond. 747-3946.
72 DODGE COACHMEN MOBILE HOME, exc. cond., has everything, 10,000 miles. 426-2322.
JUMPER POOL TABLE, slate, like new; fish & ski boat, Glastron, all equip. 747-0241.
74 DATSUN WAGON, blue, air, AM/FM, exc. cond., clean. 627-2429.

'77 MERCURY COMET. 486-2535.
'78 MALIBU CLASSIC WAGON, loaded, A-1 cond. 639-6129.
FIBERGLASS RUNABOUT, 15', w-trailer & 3 new tires, \$450, aft. 5 p.m. 447-1188.
GE RANGE, 39", wht, good cond., new oven unit, \$20. 745-3533.
GOLF CLUBS, Confidence irons, wds; K. Smith wds, ptr. 747-6503.
BRASS FIREPLACE SCREEN & ANDIRONS, exc. cond. 484-2329.
CRIB w-all extras; dbl bed & hdbd, aft 6:30 p.m. 483-4039.
DAVENPORT & CHAIRS. 745-5235.
GE POTSCRUBBER DISHWASHER, built-in, exc. cond., \$200. 672-3659.
KEG SETUP, dbl gauge, full tank CO2, lines, connectors, inc., all new, \$60. 422-5473.
GAS DRYER, gld, 3 yrs., \$150. 432-8988.
HUTCH, drop-leaf tbl, 4 chairs, walnut finish. 456-6002.
APARTMENT SIZE WASHER & DRYER, bst offer, aft. 6 p.m. 447-7130.
TYPEWRITER, std. elite, manual, \$145. 747-3871.
GAS RANGE, Magic Chef, cont. clng oven, exc. cond., aft. 4 p.m., \$175. 1-925-4054.
FIREWOOD, \$45/rank; gas refrigerator, \$35. 639-6529.
'73 VIKING FOLDDOWN CAMPER, slps 7, gas furn., stove, ice box. 747-5236.
NINE BAND HAM SHORTWAVE RECEIVER, \$110; Wawasee JB2000 swr/watt meter \$65. 747-5606.
INNERSPRING MATTRESS, Sears. 745-1337.
'69 MARK TWAIN BOAT, 18', exc. cond., 160 HP Mercruiser w-trlr, \$3,295. 449-1683.

WANTED

FIVE OR TEN SPEED BIKE, good cond. 749-0165.

SPINET PIANO, dk wood preferred. 1-547-4137.
TWO-WHEEL TRAILER FOR LUGGAGE, small. 447-5443.
LIONEL & American Flyer Trains, any cond., aft. 5 p.m. 1-724-8011.
UPRIGHT AIR COMPRESSOR, 2-5 HP; sickle or fence row type weed mower. 1-592-7279.

SERVICE

GARAGE CONSTRUCTION, concrete construction, licensed, ins., eves. 446-5643.

FREE

MALE HUSKY PUP, 9 mos., had shots, good watchdog. 639-3300.

*ADLETS

GE NEWS BLDG. 18-3
NO ADS TAKEN BY PHONE

INDICATE TYPE OF AD HERE:

- | | |
|-------------------------------------|---|
| <input type="checkbox"/> For Sale * | <input type="checkbox"/> Ride Wanted |
| <input type="checkbox"/> Wanted | <input type="checkbox"/> Riders Wanted |
| <input type="checkbox"/> For Rent * | <input type="checkbox"/> Lost |
| <input type="checkbox"/> Free | <input type="checkbox"/> Found <input type="checkbox"/> Service |

(PLEASE PRINT NEATLY)

Ads must be received only on this form by noon Monday for publication Friday. You may submit only one adlet per issue of the **GE News**. No more than 40 letters per Adlet, please. Print phone number only on line indicated below. Property advertised must be available without regard to race, creed, national origin or sex.

Name _____
Address _____ City _____
Home Phone _____ Bldg. _____
* The item(s) referred to in this ad are in no way connected with any business venture
Signature _____



The flood left its mark on this old fire station now used as the Nebraska Neighborhood Center. GE employees Eulah Shank and Helen Doty scrubbed windows while Mel Yoquelet hosed river mud off the sidewalk Tuesday.

Volunteers

Continued from Page 1

Another GE effort was the contribution last week of 1,000 unused wire-spool containers from the MTO Wire Mill for use in storing food, clothing and supplies. On their own time, drivers Bob Rohr, Billy Moore and Floyd Ferguson delivered trailers donated by MTO to two sites in the city.

These efforts do not include the individual employee contributions made during the flood ordeal: the sandbaggers who shored up Fort Wayne's dikes, the employees who took in friends, family and neighbors evacuated from their homes.

Nor does it include employee

United Way contributions made 52 weeks a year through pay deductions that are being used to aid flood victims through agencies such as the Red Cross and Salvation Army.

Although GE itself escaped flood damage, dozens of employees were not so lucky. Many of them are expected to take advantage of GE benefits designed to assist in such emergencies. These include loans and grants for eligible GE employees through the Emergency Aid Plan, emergency withdrawals from Savings and Security Program accounts and counseling services provided through the Employee Assistance Plan.



Dick Bultemeier holds out the bucket as Gary Dearduff (right) makes a contribution to the Fort Wayne Flood Relief Fund at the West Broadway gate. Employees donated \$3,157.21 to the fund last week, said IUE Local 901 President John Carpenter.



Bill Blaising, Jeff Brown, Lee Braselton and Rusty Patterson loaded debris and flood-ruined furniture into a garbage truck for residents of the Nebraska Neighborhood Tuesday.

Flood of '82

Rowing

Continued from Page 1

Cars left in the path of the flood in Anna's neighborhood were flooded to their dashboards, and Chris navigated the family boat like a guide in the Everglades.

Anna's brother, Conrad Ciferri, lives nearby and works at GPM, Winter Street. They helped each other out, then looked to their neighbors. "Funny thing is I have this jonboat and never used it to go fishing," says Conrad. "But now I've used it in two floods."

Conrad used the boat to help an older lady in the neighborhood.

When Anna's children discovered there was really nothing they could do at home but watch and wait for the river to make its move, they filled sandbags in what has come to be called "The Children's Crusade" to save Fort Wayne's dikes.

"We were thankful we had the boat," says Anna. "We were really lucky."



Section 15 Supervisor Doyle Sheets piled sandbags Monday in the flood relief effort.



IUE Local 901 organized the food and clothing drive to help flood victims. Loading the truck with employee contributions were (standing from left): Mike Betts, Mike Bultemeier, Business Agent Jim Daughtry, Ed Starks, Phil Smith and Tom Litzenberg. In the truck were MTO drivers Gabby Meehan and Bob Herald, Local 901 President John Carpenter and John Stetler.

General Electric News

APRIL 2, 1982

FORT WAYNE, INDIANA

VOLUME 64, NO. 13

Going all-out for sales

Meehan outlines strategy for GPM in tough year ahead

"We are pulling out all the stops to get more sales," GPM General Manager Jim Meehan told Fort Wayne union leaders and salaried employees last month.

Meehan noted that he has met face to face with all GPM sales people to emphasize the need for new business in a year that promises little, if any, help from the economy.

Sales drop; outlook not encouraging

In 1981 sales at all three Fort Wayne plants were down from 1980 levels, and early indications of what 1982 has to offer are not encouraging. "There is a possibility of a stronger second half, but we can't count on it," Meehan said.

"1982 will hold a significant challenge for all of us," he said. "We have a lot going for us. As the largest supplier in the industry, we have a full market basket of products to offer our customers. We're a technical leader and we have outstanding people."

Meehan said, "GPM faces a major threat as intense competition will keep prices down during periods of high inflation, and thus make it difficult for us to cover our escalating costs. Low-cost domestic competitors who specialize in select market segments will continue to challenge us — as will cost and quality con-



GPM General Manager Jim Meehan (right) recently discussed the state of the business with IUE Local 901 and IAM Lodge 70 grievance committees as well as salaried employees. From left are IUE Local 901 grievers Mike Betts, HMO, and Ed Starks, STD, and Business Agent Jim Daughtry.

scious firms like Toshiba and Hitachi."

Meehan outlined a strategy to deal with the economic and competitive environment:

- GPM will continue to invest heavily for cost and productivity gains. "I believe that corporate GE views us as a good, solid business deserving of capital for investment," he said.

- We will withdraw from product lines that are not profitable.

- GPM will continue to serve the small-lot business, which we do well,

and focus even more on distribution markets for replacement motors.

- Base costs must be reduced. Meehan noted that base costs have been rising as a percent to sales for years. This trend must be reversed if GPM is to remain cost-competitive.

Quality emphasis increases

- The emphasis on quality will be increased. We will streamline our product lines and make it easier for customers to do business with GPM through a standardized pricing system. We will continue to support the

growth of quality circles, quality action and process action teams and will develop a department-wide quality system under a new quality control subsection manager.

Meehan praised all employee efforts in 1981. "Although our 1981 results were unacceptable when measured against our budget, I think they were reasonable given the unforeseen serious economic conditions that developed and the sound decisions to invest very heavily in GPM," he said.

See GPM REVIEW, Page 4.

Low sales cause more layoffs

About 200 Fort Wayne GE employees will be laid off work this week and next as operations adjust to continued low sales, the result of the lingering economic recession.

In addition, 115 Wire Mill employees will be on temporary lack of work next week.

The indefinite layoffs involve a total of 70 employees this week and next at SMD, Taylor Street; 85 at GPM Taylor-Winter Operation; 22 at HMO and 30 at STD.

Employment, now at 4,100, has been declining since its most recent peak of 4,760 in August 1981. Economists say the recession began last July.

GE plant managers noted in messages to their employees that production rates have exceeded incoming order rates for weeks as all Fort Wayne GE businesses reflect the mood of the economy.

GE's domestic competitors also have been hard hit by the recession. Franklin Electric, for instance, has scheduled temporary shutdowns at all its domestic motor plants.

Economic indicators still point down

- Housing starts in February were at an adjusted annual rate of only 953,000 units, compared to 1.66 million units in January 1981.

- Interest rates, another key indicator for Fort Wayne GE businesses, remain high with the prime rate hovering at 16.5 percent.

Flood 'like Niagara Falls' fills pensioner's basement

"The water just came in like Niagara Falls. We didn't have time to do anything," said GE Pensioner Glen Kumfer, as he assessed the flood damage to his basement last Friday.

"We just had our freezer filled with meat and had to throw it all out," he said. Glen's house is in a low area on Huestis Avenue, about a mile south of the Taylor Street GE plant.

The flood struck about midnight and quickly filled the Kumfer basement. A layer of river silt covered his washer and dryer and he had to cut a hole in his furnace to drain the water out. He pointed to cracks in his basement walls he said were caused by the flood.

Kumfer, who retired from the transportation operation about four years ago, spent the better part of Friday applying for governmental aid and trying to pump more water out of a low section of his basement.

"I guess there's nothing I can do about it now but just grin and bear it," he said.

Pensioners, as well as employees, may be eligible for disaster relief loans or grants through the Emergency Aid Plan. Applications can be made through personnel accounting in Building 18-1.



Pensioner Glen Kumfer walks a plank to his floating freezer. GE employees helped people like him in flood clean-up operations. See Page 4.

Most employees receive 1981 GE Annual Report

Nearly all GE employees are now receiving the company's 1981 Annual Report issue of the *GE Investor*.

It went into the mail in mid-March for distribution to a wide GE constituency, including shareowners, key customers, employees, financial analysts, community leaders, educators, the press and government officials.

Most GE employees are shareowners as a result of participation in the Savings and Security Program, the Savings and Stock Bonus Plan or the Employee Stock Ownership Plan (ESOP).

ESOP provides nearly all GE employees with shares of GE stock at no cost through an investment tax credit claimed by the company on its federal income tax each year. The shares are held in employee accounts and paid out when they leave the company.

Report assesses competitive situation

The opening statement of the Report assesses today's world business climate, noting how GE intends to enhance its revenues and earnings in an intensely competitive environment.



Most employees are shareowners as a result of participation in savings plans and the Employee Stock Ownership Plan.

The letter to shareowners (pages 2 and 3), co-signed by GE Chairman Jack Welch and Vice Chairmen Ed Hood and John Burlingame begins with a survey of the company's good 1981 results. It pays tribute to former GE Chairman Reginald Jones for the strong company he left to the new GE management and spells out four ways GE is driving for worldwide market leadership.

A photo-essay (pages 4-17) gives readers a look at the company's major 1981 thrusts — identifying ways by which GE is going for fast growth in a slow-growth economy.

A summary of worldwide results for each of seven GE industries (pages 22-28) provides brief operations reviews that explain how these industries are pursuing growth opportunities.

The company's financial results for 1981 are summarized in a final section of the publication.

February prices on S&SP investments

Here is the report on the average prices for GE Stock, Mutual Fund, and Holding Period Interest Fund used under the Savings and Security Program to credit participants' accounts in February.

The Long Term Interest Fund price for the last day of the month is also shown, as well as year-to-date annual income rates for both the HP and LT Funds.

Month	Stock Price	Mutual Fund Price	Holding Period Fund			Long Term Fund	
			Price	YTD Annual Income Rate		Price	YTD Annual Reinvestment Income Rate
January	\$58.075	\$24.957	\$10.00	11.0	13.2	\$8.95	14.7%
February	\$61.434	\$24.794	\$10.00	11.0	13.2	\$9.05	14.8%*

* At Feb. 28, 1982, the net current yield of the long term investment portion of the fund was 13.9%.

Have you turned in '81 insurance claims?

"If you haven't turned in all your insurance claims from 1981 for coverage under the Comprehensive Medical and Dental Assistance plans, now is the time to do so," says Homer Jennings, manager of insurance claims disbursements in Fort Wayne.

Jennings encourages employees to submit claims as soon as possible rather than wait until the June 29 deadline for filing claims for expenses incurred in 1981.

"Many people are going over their expense records this time of year for tax purposes, so it is a good time to put medical and dental bills in order for claim filing," Jennings notes.

By waiting until the last minute, employees only delay receiving their benefit dollars, Jennings points out.

Why wait?

"Since benefits for covered expenses are available simply by filling out a claim form, why not receive payment as soon as possible?"

EAP helps during layoffs

The services of the GE Employee Assistance Program are available to employees during lack-of-work periods, notes Counselor Dag Arnold.

If you, a member of your family or a friend on layoff needs a hand, you may contact Dag at 426-7431 Ext. 2311 or 482-9111 Ext. 280.

If Dag is not immediately available, he will return your call as soon as possible, if you leave a phone number and a time that you can be reached — day or evening.



Employee Assistance Program

Bowling

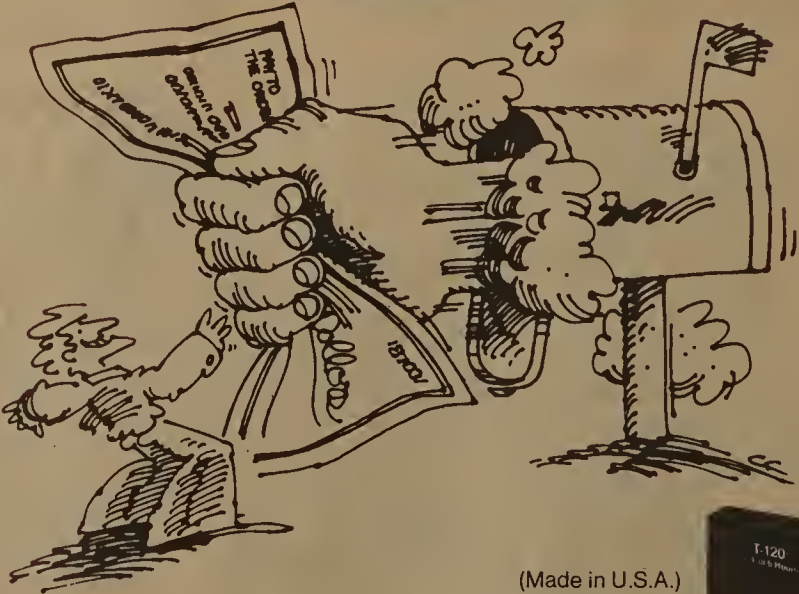
Tourney times available

GE Club bowling lanes will be open April 9 and 10 for teams in the No-tap Tournament. Reservations may be made for the following times: Friday, April 9, at 3 and 6 p.m.; and Saturday, April 10, at 10:30 a.m., 1 p.m., 3 p.m. and 6 p.m.

League Summary

Monday Nite Ladies		Friday Nite Taylor	
Diann Williams (189)	517	Scott Meyer	245
Sally Miller	195		
Vicki Wagner	188		
GE Office		Friday Nite Ladies	
Ed Koontz	245	Bonnie Roth	200
Harold Baker	223	Bessie Shields	187
Jim Plemens	223	Jean Cook	180
Dave Knepple	218	Mary Gallacher	180
Bob Rietdorf	213		
Tuesday Afternoon Ladies		Jack & Jill	
Dorthe Ramsey (213)	535		
Carol Meads	508	Connie Houser (187)	523
(180-187)		Jean Reinking	514
Barbara Shields	190	Carol Anderson	186
Apparatus		Hermetic League	
Bob Schueke	235		
Walt Nielsen	234	Doc Chapman	244
Kevin Murphy	215	Harold Kamphues	226
Dave Dyarman	214	Carl Haugen	225
Bill Lipp	211	James Weiks Jr.	218

CHECK OUT SCOTCH® VIDEOCASSETTES



(Made in U.S.A.)

EFFECTIVE NET PRICE

Regular Price

Less \$2.50 Check from 3M

Effective Net Price

VHS T-120

\$15.99

\$ 2.50

\$13.49

Allow 6-8 weeks for delivery. Zip code required for delivery. Void where prohibited by law, taxed or otherwise restricted. Order form and proof of purchase must accompany request. See your retailer for details. Limit 10 redemptions per household. This offer limited to home videocassette users only and not available to commercial, educational, institutional or professional purchasers. Offer good only in U.S.A. Requests must be postmarked by April 17, 1982.

YOUR EMPLOYEE STORE

1030 Swinney

10-5:30 M-F

Eighteen retirees spring into retirement in April

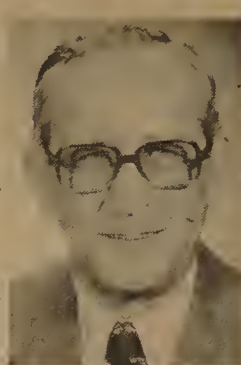
Robert J. Pullum retires with 30 years of service. He began in gauge and spiral, PHP Motor, Taylor Street. His final assignment was welder, GPM, Building 4-3. "I have enjoyed working at GE with my co-workers. I plan to enjoy my retirement hunting and fishing."



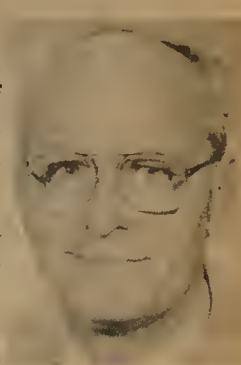
Juanita R. Ahlersmeyer retires with 19 years of service. She began in tap pulling at STD. Her final assignment was as a coil winder in SMD, Taylor Street. "Thanks to General Electric for a very good insurance and pension plan. I am happy to be home with my family now. Will miss you all."



Franklin O. Bly retires with 41 years of service. He began in Specialty Transformer, Building 26-3, in fluorescent stand assembly. His final assignment was bench machinist, Hermetic Motor Operation, Building 17-2. "I am planning to spend my summers at Dallas Lake and winters in Florida. General Electric has been a good place to work."



Lawrence H. Ehinger retires with 40 years of service. He started in STD stacking small EI cores. His final assignment was tester at STD, Building 27. "I plan to catch up on work around the house, travel, work in the yard and garden, and live each day to its fullest."



Armilla L. Conrad retires with 40 years of service. She started in electrical test at STD, Building 26-3. Her final assignment was billing clerk at STD, Building 26-2. "I plan to enjoy each day doing the things I never had time to do. I will also miss friends and co-workers."



Callie C. Allen retires with 26 years of service. She started in electrical test at SMD, Taylor Street. Her final assignment was tester, Computer Copier Power Supply Venture. "I have really enjoyed my years at GE. I will miss GE and my friends, but I intend to take and enjoy one day at a time."



Alice R. White retires with 31 years of service. She began on connect and assemble, STD, Building 26-3. Her final assignment was hand placer at GPM, Winter Street. "I enjoyed working at General Electric. I hope to travel, sew, read, fish, and lots of other things now."



Harry G. Diem retires with 36 years of service. He started in the Apprentice School, Building 12-2. His final assignment was bench machinist, GPM, Building 4-1. "I really enjoyed working with the people at GE. I plan to do some traveling and fishing."



Softball captains to meet

GE Club Softball League team captains are to meet at 7 p.m. Wednesday, April 7, in the GE Club Trophy Room to organize for the 1982 season.

Anyone interested in playing who is not on a team should contact Glen Richards, Ext. 7217.

In memory

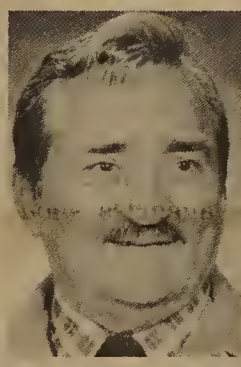
Max J. Baron, Decatur, died March 23. He operated a bench machine at STD, Building 26, prior to retiring in 1976.

George W. Crickmore, 8019 Kinnerk Road, died March 21. He was a lathe operator at GPM, Building 4-B, before his retirement this January.

Mary M. Hirschmann retires with 26 years of service. She began in fluorescent assembly at STD, Building 26-3. Her final assignment was in repair at GPM, East Broadway. "I have made many friends at GE. I plan to enjoy retirement by taking time to renew friendships, visiting relatives and taking trips."



John J. Klejnot retires with 17 years of service. He started in salvage, SAC Department. His final assignment was in assembly at GPM, Taylor Street. "GE gave me a job at 44 years of age. I've had 17 years of good wages and benefits here. Thanks to them and my many friends who made my job enjoyable."



Eight more retire

The following employees are retiring April 1, 1982, but chose not to have their photographs in the GE News:

Alice Bloomfield, repair, GPM; **Alfred DiGregory**, punch press, STD; **Harry C. Drake, Jr.**, trucker, STD; **George P. Miller**, machinist, Area Services; **Robert V. Pfeiffer**, group leader, STD; **Donald I. Saunders**, line loader at GPM, Taylor Street; **Roy Pflueger**, machine operator, GPM, Taylor Street; **Richard P. Graham**, set-up, at GPM, Taylor Street.

ADLETS

FOR SALE

'74 CHEV WINDOW VAN, 12 pass., 350, 3 spd, \$1,500. 483-7950.
MANUAL HOSPITAL BED, 2 side rails, mattress. 432-5145.
TWO PIECE CORNER SOFA w-matching end tables. 484-1395.
BOY'S SPORT COAT & SLACKS, sz. 12 slim, \$7.50. 483-1225.
'72 HONDA Z-50 MOTORCYCLE, good runner, \$100. 432-6287.
STAINLESS STEEL PROP, 17" Mercury, used 2 hrs., like new, \$150. 745-1645.
WINDOWS & SCREENS, porch, 7; alum. door, ex. cond. 485-0145.
'78 KAWASAKI 440 INVADER, ex. cond., \$1,400. 489-4229.
23" COLOR TV. 483-6717.
SHAG CARPET, 11'10" x 14'10", org & grn, good cond, aft. 5 p.m. 623-3156.
'78 DODGE DUMP TRUCK, 1 ton, 4 whl drv, w-plow, ex. cond., 10,000 miles. 426-2322.
BOWLING BALLS & BAGS, 2; men's bowling shoes, sz 10 1/2, aft. 5 p.m. 422-6872.
BAG BOY MASTER GOLF CART, used 3 yrs., \$35. 744-0773.
'78 PACE ARROW MOTOR HOME, 28', mint cond.; GL1000 Honda, 350 Honda. 485-9870.
SKITTLEPOOL; student desk; 2, 3 spd bikes; toy sewing machine. 747-5348.
'79 PLYMOUTH PICKUP w-cap, 4 cyl, 4 spd., \$4,300. 482-2070.

'73 SUPER BEETLE, body solid, great heater, ex. cond., \$1,550. 627-2429.
AKC COON PUPS, 2 mos. old, ex. bloodline, \$100. 447-5120.
KIMBALL ORGAN, deluxe, 2 full keyboards, 2 oct. ped., bench, ex. cond. 1-419-965-2702.
'80 PONTIAC SUNBIRD, air, pwr, 4 cyl, 4 spd, tilt whl, 26,000 miles, ex. shape, aft. 5 p.m., \$4,800. 1-351-2883.
'74 CHEV CAPRICE, auto, V8, pwr, air. 747-5461.
BASKETBALL GOAL POST, new, nvr used, \$25. 489-4305.
'81 CHEVETTE, 4 dr., AT, AM-FM, 19,000 miles, silver/burg., \$4,695. 432-1287.
MARLIN, lever action, gold trigger, 45-70, \$250. 639-3728.
GE POTSCRUBBER DISHWASHER, built-in, ex. cond., \$200. 672-3659.

FOR RENT

LG DUPLEX APT., 1200 sq. ft., w-bsmt, solarium, dining rm, 2 bdrms, oak woodwk, NE, \$300/mo. 424-2403.
TWO BDRM APT, 2 blocks from Lutheran Hosp., \$180/mo plus deposit. 489-9131.
3 BDRM HOUSE, SE, 2 baths, firepl., den, gar., \$300/mo., Eve. collect: 1-215-646-0578.

WANTED

OLD PUSH MOWER, cheap, aft. 6 p.m. Mon-Fri. 483-0817.
LIONEL & American Flyer trains, any cond., aft. 5 p.m. 1-724-8011.

DELUXE TOASTER OVEN for parts. 446-4462.
'82 PONTIAC, BUICK, OLDS - must be loaded, pay up to \$7,000. 426-4485.
APT. SIZE GAS RANGE. 422-5647.

SERVICE

PROFESSIONAL PHOTOGRAPHY, weddings, children, copy work, family portraits in home. 432-9753.

HAULING & CLEANUP, any kind, free estimate. 745-4825.
FLOOD CLEANUP, carpentry, drywall, painting. 456-3848.
RE-ROOFING & ROOF REPAIR, licensed, insured. 432-5324.
TAXES PREPARED, professional, reasonable. 456-7180.
GARDENS & LAWNS ROTOTILLED, free estimates. 422-6997.

*ADLETS

GE NEWS BLDG. 18-3
NO ADS TAKEN BY PHONE

INDICATE TYPE OF AD HERE:

☐ For Sale * ☐ Ride Wanted
☐ Wanted ☐ Riders Wanted
☐ For Rent * ☐ Lost
☐ Free ☐ Found ☐ Service

(PLEASE PRINT NEATLY)

Ads must be received only on this form by noon Monday for publication Friday. You may submit only one adlet per issue of the GE News. No more than 40 letters per Adlet, please. Print phone number only on line indicated below. Property advertised must be available without regard to race, creed, national origin or sex.

Name _____ City _____
Address _____
Home Phone _____ Bldg _____

* The item(s) referred to in this ad are in no way connected with any business venture

Signature _____

Laid-off GE employees work a day for flood victims

The Fort Wayne community got a taste of how hard GE people can work last week as 360 employees on temporary lack of work tore into the task of cleaning up after the flood.

On Thursday, 221 employees from GPM's Winter-Taylor operation fanned out over the Nebraska and Bloomingdale neighborhoods to help residents whose homes were ravaged by the bloated St. Mary's River the week before.

It was a dismal, rainy day, but spirits were high among the GE volunteers. Some helped residents remove flood-damaged possessions from basements covered with river mud. Carpeting, furniture, appliances and toys piled up outside homes where the worst of the damaged goods were loaded onto city trucks by still other GE people.

The GE volunteers came prepared to work. They brought shovels and brooms and dressed for the worst, not knowing until they got where they were assigned what they would be asked to do.

On Friday, 130 GPM Broadway volunteers, dressed to plunge into water-logged basements, wound up sorting food and clothing in nice, dry Salvation Army locations. They received praise from Salvation Army officers for their fine work.

Earlier in the week 55 SMD, Section 15, employees removed sandbags from the city street garage, and 68 STD volunteers conducted a neighborhood clean-up campaign for flood victims.

GE effort costs \$36,000

Hourly employees, who otherwise would have been laid off, were paid for eight hours of volunteer work in a cooperative effort by the company and IUE Local 901. The total cost of the program to GE was about \$36,000, including the compensation costs for about 3,000 manhours and bus rental to transport the volunteers.

Local 901 President John Carpenter said some of the volunteers donated part or all of their day's wages to the Flood Relief Fund.



Babe Gephart, supervisor at Winter Street, unfolds flood-damaged carpeting from a home in the Bloomingdale neighborhood. At right is Thelma Page. At left is Marianne Koehl.

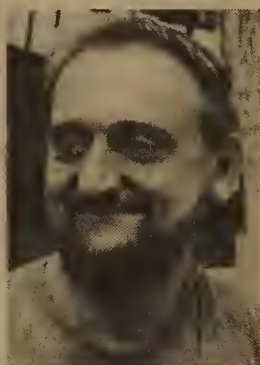
40 years of service



Ben Miller
GPM, Taylor St.



Virgil Huguenard
STD, Building 26



Carl Kuzeff
GPM, Taylor St.

GPM review

Continued from Page 1.

Some of the key 1981 measurements he noted were:

- **Promises-kept performance** was excellent at all plants and averaged 96 percent overall, the highest in the last five years. He gave much of the credit to the 1979 agreement between Union Relations Manager Marv Hamilton and IUE Local 901 Business Agent Jim Daughtry to talk first in an attempt to avoid strikes.

"This has provided the continuity we need to assure delivery," Meehan said. "It has been a real plus in talking to our customers."

- **Productivity gains** were greater than the previous year at Taylor Street, Decatur and Juarez. Broadway and Winter Street also posted

gains, but not as high as the year before.

- **Quality costs** such as scrap and rework rose from 1980 levels at all three Fort Wayne plants.

Meehan said these will continue to be areas of great concern and effort because of the competitive environment.

"I still think we are the industry leader in market share, profitability, technology and product scope. However, while we had a comfortable lead several years ago, we are now being pushed harder by domestic competitors; and foreign companies such as Toshiba and Hitachi have entered the race."

He said, "I know we will meet the new challenges of the 1980s, because I have a high level of confidence in the skill, professionalism and dedication of the people of GPM."



Employees on lack of work from Broadway GPM moved a mountain of food last Friday and sorted it into boxes for flood victims. GE spent about \$36,000 on the project for compensation and bus transportation. Some employees donated their pay to the flood relief effort.



Broadway GPM employees spent Friday sorting clothes for flood victims at the Salvation Army on Fairfield Avenue. From left are Marge Kieler, Doris Ott, Don Aurand, Betty McClure, Louise Smith and Dortha Ramsey. "We appreciate what you and GE have done to help us," Captain Peacock of the Salvation Army told the group.

Mail, Inc.
1050 S. Anthony Blvd.
Fort Wayne, IN 46803

Address correction requested

BULK RATE
U.S. POSTAGE
PAID
FORT WAYNE, IN
Permit No. 40

(For quickest response, please mail all non-intracompany address changes directly to Mail, Inc. at the address printed above. Be sure to include both your old and new addresses indicating zip codes for each.)

46803
NI WAYNE IN
900 WESTER ST
ORDER DIV-PERIODICAL
PUBLIC LIBRARY

JUL 30 1982

General Electric News

APRIL 8, 1982

FORT WAYNE, INDIANA

VOLUME 64, NO. 14

GPM's Dickson answers questions about GE finances

Where do GE's investment dollars come from?

GE businesses invested \$12 million in new equipment and services for Fort Wayne operations in 1981. Where did that money come from?

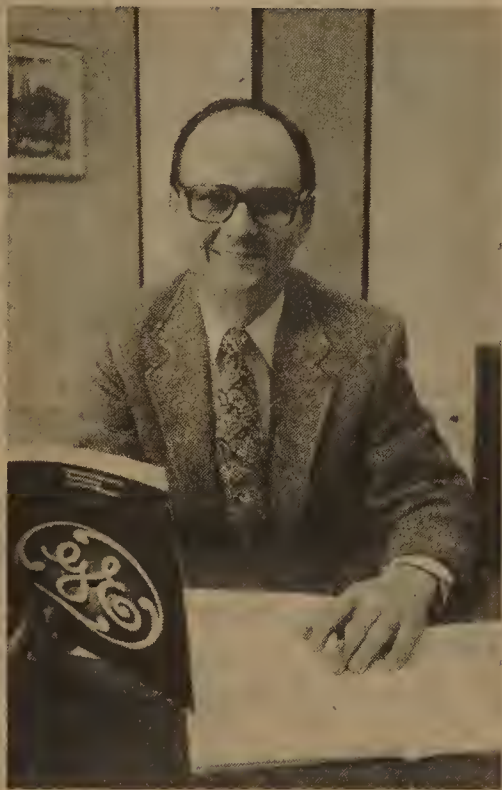
For the answer to that and other questions employees have asked about GE finances, the GE News interviewed Tom Dickson, manager of finance for GPM.

GE NEWS: Fort Wayne GE operations are spending millions of dollars on new automated equipment, computer systems and other investments. Where does this money come from?

DICKSON: There are three basic sources of funds for investment: profits (or net earnings), depreciation and borrowings. As you know, part of GE's profits each year are distributed to share owners in the form of dividends. Since most employees are share owners, they receive a share of these profits as a return on their investment in GE stock.

The remaining portion of profits is reinvested in the businesses.

These retained earnings represent about 55 percent of net earnings and are used to invest in new plant and equipment, and to replace and modernize existing plant and equipment. Part is also used to increase inventories to better serve our customers and to extend credit to customers.



GPM, like other GE businesses, relies on profits and borrowing to make needed investments in its operations, says Tom Dickson, manager of finance.

GE NEWS: You mentioned borrowing as one of the sources of investment dollars. Why does a company the size of GE have to borrow money?

DICKSON: For very much the same reason you or I might borrow

money to purchase a car. In 1981, for instance, GE spent more on property, plant and equipment than it made during the year in profit dollars. These investments are necessary for the long-term success of the business that provides each of us with our GE jobs.

Because GE is strong financially and has good prospects for growth and profitability, GE has an AAA credit rating, the highest there is. This allows the company to borrow money at lower rates than companies with lower credit ratings. This is a competitive advantage and a product of the company's diversity.

GE NEWS: How does GPM, or any other product department in Fort Wayne, get money it needs for investments?

DICKSON: GPM is one of about 200 profit-and-loss centers within corporate GE, each serving its own market. Some of these businesses are in new, high technology growth markets. Others, like GPM, are in more mature markets. Each of these businesses gets funds for investment purposes from the same sources as corporate GE: profits, depreciation and borrowing. A portion of the earnings at GPM is used to pay GE share owners their dividends, and another portion is rein-

'At GPM, we have an aggressive investment program that requires us to borrow.'

vested in the business. We at GPM borrow from corporate headquarters at the prime interest rate for short-term needs and at lower rates for long-term needs.

GE NEWS: Why does GE charge its businesses to borrow money?

DICKSON: The main reason is that if managers have to pay today's high interest rates for the money they borrow, they will use the company's resources more wisely. General managers must make the tough decisions about where to spend the money that is available. In effect, general managers run the businesses pretty much as if they owned them.

At GPM, for instance, we have an aggressive investment program that requires us to borrow from corporate GE. In 1980, 1981 and 1982 we are spending more on investments than we will make in profits. To borrow the additional money, we must convince corporate headquarters that these investments are worthwhile.

See FINANCING, Page 4.

HMO's first robot does heavy lifting, helps work flow

"When we first heard we were getting a robot on 17-1, there were some fears," says group leader Don Heredia of the Hermetic Motor Operation.

Since HMO's first robot came on board in January, employees in the mechanical oven area have seen what it can do, and can't do. "Now we call it 'Robby,'" says Heredia. "It saves lifting the heavy stators, keeps our lines loaded and keeps the work flowing a little smoother."

The new "iron collar worker" is part of over \$750,000 being invested in the Hermetic Motor Operation this year.

Breakthrough for HMO

"It's a breakthrough for us," says Plant Manager Larry Rybicki. "This is not an ideal application for such a robot, but we obtained it at an excellent price and will achieve a good payback from our investment through produc-

tivity gains."

He added, "We need smarter working devices to help us continue to achieve productivity improvements. The state-of-the-art of motor making has changed, and we must change with it to remain competitive."

The robot picks stator cores out of a gondola and places them on a conveyor for lathe work or testing.

"This is just the first phase of an improvement in the oven area," says Bill Smith, specialist in advanced planning.

"This is a first generation robot," says Smith. "It eliminates some of the back-breaking aspects of the job and frees people to other things."

"When business picks up, we expect the robot to be a big help in improving our productivity and ability to compete for additional orders."



HMO Group Leader Don Heredia puts the mechanical oven area's new robot on automatic pilot in Building 17-1. The robot picks up stators weighing 7 to 33 pounds and places them on a conveyor. Heredia says employees were wary at first about having a robot in their area, but now they call it "Robby."

Information on assets of your GE job

Personal Share Statements due by May

"You could call it an inventory of the unseen personal assets of each employee's GE job." That's how Chauncey Miller, manager of benefits here in Fort Wayne, describes the 1982 Personal Share Statement.

Current plans call for the statement, an individualized document for each Fort Wayne employee, to be delivered in late April or early May.

Miller urged each employee to be on the lookout for the statement and to review it carefully when it arrives.

Review it with family

"More than that," he says, "review it with your family so that they know the unseen values in your GE job and can make use of that knowledge if the need arises."

The Personal Share Statement will give each individual a report on his or her individual stake in GE employee benefits.

"You'll be able to pinpoint your life insurance coverage, your projected retirement income, your holdings under GE savings plans, your coverage under such plans as Personal Accident Insurance, Long Term Disability and others."

General Electric began providing

GE people with information on the specific values they have in GE benefits way back in 1951. That was decades before other companies began to furnish employees with information on their credits under major benefit plans.

"Those early GE Personal Share Statements were well worthwhile,

despite the fact that they can't compare to the statements we'll get next month," says Miller.

"They helped people plan for the future. Our 1982 statements will provide much more information than those early pioneering efforts and should be even more valuable to GE people."



Eggs-tra long weekend starts tomorrow

Tomorrow, Good Friday, will mark the beginning of the second of seven long weekends for GE employees this year.

It will be the second of 10 paid holidays scheduled in 1982.

The remaining three-day holiday weekends will center around Independence Day and Labor Day. Friday, Dec. 31, 1982, will also begin a three-day holiday weekend, but is actually the first holiday scheduled for 1983.

Four-day weekends are scheduled for Memorial Day, Thanksgiving and Christmas.

Where to turn for help with GE benefits questions

The first source of help in questions about GE benefits are the Employee Benefits booklets.

If you do not have all booklets, ask your supervisor for them. The latest editions were distributed after Jan. 1, 1980.

If the benefit booklets do not provide the answer, you may contact your employee relations representative whose names are listed at right together with their telephone extension number and location. They can refer you to the proper source of further information if they themselves cannot answer your question.

If you need specific information about technicalities of a plan, the people listed in the lower portion of this directory may serve your needs best.

Broadway

General Purpose Motor

Hourly Doug Pipes, 2976
or Ginny Huguenard, 3418, 4-4
Nonexempt Ellen Durnell, 2684, T.S.
Exempt Peter Oksala, 3363, T.S.

Hermetic Motor Operation

Hourly Ginny Huguenard, 2467, 18-4
or Dottie Askren, 3336, 18-4
Nonexempt or exempt Dottie Askren,
3336, 18-4

Specialty Transformer

Hourly John Pcolinski, 3604
or Mearvin Ruhl, 2759, 31-1
Nonexempt John Pcolinski, 3604, 31-1
Exempt Mike Havert, 2170, 26-2

Specialty Motor Department

Hourly Doug Pipes, 2976
or Ginny Huguenard, 3418, 4-4
Nonexempt Marla Hall, 3528, 4-6
Exempt Van Black, 2003, 4-6

Motor Technology Operation

Hourly Max Greeno, 3342
or Jack Hughes, 2304, 19-5
Nonexempt Dwight Mosley
2663, 19-5
Exempt Fred Eckart, 3502, 19-5

Components Sales Dept.

All employees Pat Harris, 3338, 18-5

Group/Division Staff Operations

All employees Doyt Schaadt, 2380,
Walt Nielsen, 2879, Chauncey Miller,
2768, 18-1

Taylor Street

General Purpose Motor

Hourly Fred Andrews, 2832
or Bill Davies, 3630, T.S.
Nonexempt Ellen Durnell, 2684, T.S.
Exempt Peter Oksala, 3363, T.S.

Specialty Motor Department

Hourly Pat Mannion, 2213
or Bill Davies, 3630, T.S.
Nonexempt Pat Mannion, 2213, T.S.
Exempt Van Black, 2003, 4-6

Wire Mill & Transportation

Hourly Max Greeno, 3342
or Jack Hughes, 2304, 19-5
Nonexempt Dwight Mosley, 2663, 19-5
Exempt Fred Eckart, 3502, 19-5
FORMS: Wire Mill, Hourly . . . Kathy Harmon,
3382; Nonexempt & Exempt . . . Linda Fritz,
2658; Transportation Linda Nycum,
3641

Winter Street

Hourly Willie French, 7296, W.S.
Nonexempt Ellen Durnell, 2684, T.S.
Exempt Peter Oksala, 3363, T.S.
IN GENERAL, ALL FORMS ARE AVAILABLE
FROM EMPLOYEE RELATIONS OFFICES
AT YOUR LOCATION.

For assistance on specific benefit questions, contact:

GE Insurance Plans

Medical Claims Rita Zoch,
Jenny Howell, Sally Ault, Drenda Gebert
or Susan Hart, 7314, W.S.

Weekly Sickness and Accident
Becky Bergquist, 7319, W.S.

Personal Accident Insurance, Long Term
Disability, Dependent Life Insurance
Gerry Carner, 3634, 18-1

Life Insurance & Dismemberment, Life In-
surance (claims processing)
Margie Guinn, 2768, 18-1

Additional Life Insurance (Exempts)
Chauncey Miller, 2768, 18-1

Investment Plans

Savings & Security Program, Vacation Bank-
ing, Savings & Stock Bonus, Regular
Savings, Retirement Option Account,
Holding Period Fund
Winnie Dixon, 2220 or
Walt Nielsen, 2879, 18-1
Employee Stock Ownership Plan
Doyt Schaadt, 2380, 18-1

Pension Plan

General Sharon Harter, 2745 or
Chauncey Miller, 2768, 18-1
Pension Service Restoration, service ter-
minations other than retirements
Ruth Woehner, 3634, 18-1

Dental Assistance Plan

GPM Ellen Durnell, 2684, T.S.
HMO and Engle Road Warehouse
Sally Eubank, 2111, 18-4
MTO Judy Knipstein, 3342, 19-5
STD Mearvin Ruhl, 2759,
or Charlie Gnau, 2695, 26-2
SMD Marla Hall, 3528, 4-6,
or Pat Mannion, 2213, T.S.
Group/division staff operations
Doyt Schaadt, 2380, Walt Nielsen, 2879,
or Chauncey Miller, 2768, 18-1
CSD Pat Harris, 3338, 18-5

Other Benefit Plans

Emergency Aid Plan, Vacation, Holiday,

Educational Assistance, Sick and Personal
Business Pay, Salary Continuance, Sug-
gestion Plan, Military Service, Jury Duty,
Death in Family Pay
see your Employee Relations
representative listed above

Employee Product Purchase Plan (Courtesy
Discount) Maritza Badger, 2912, 18-1
Guaranteed Educational Loan Program, Em-
ployee Educational Loan Program
Doyt Schaadt, 2380, 18-1

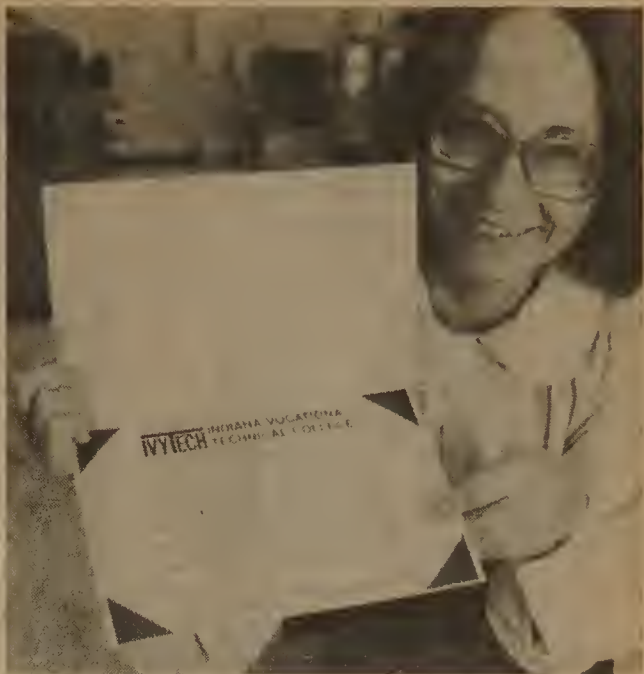
Layoff Benefits Hourly & Nonexempt
employees see the designated Employee
Relations representative in your area for
explanation of Income Extension Aid and
Unemployment Compensation. Exempt
employees contact your Employee Rela-
tions representative. (Directory shown
above)



Joann Bowers receives training from Don House, director of the Zone VIII program.



John Tucker received GE pay while learning new skills at IVY Tech last summer.



Joan Johnson is proud of the 15 college credit hours she earned.

Class of '81 still high on Zone VIII training

If you want to know about Work Zone VIII training in machining and related skills ask someone who's tried it. Here are some who did last summer:

"It was worth it," said **Joann Bowers**, an assembler at GPM, Broadway. "Eventually, I think I will get a job using these skills. When our business comes back, I know I'll be ready if a job opportunity comes up."

"I think everyone should try something like this."

GE employees on jobs rated IR16, R17 or lower are eligible to apply by the May 3 deadline. Classes at GE will begin June 1 for four weeks. Training will begin June 28 at IVY Tech from 8 to 4:30 daily for five weeks with a two-week recess for Shutdown. Applications are available in employee relations offices.

"Because of this group's willingness to learn and follow through, they were able to learn as much in five weeks as many students learn in a year," **John Schimcus**, an IVY Tech instructor, said of last year's class.

Each participant received 15 college credit hours toward an associate's degree. At least three of the employees said they intend to pursue studies at IVY Tech, using GE's tuition reimbursement plan.

Chance to learn from mistakes

"Sure, we all made mistakes when we started machining parts," said **John Tucker**, a lathe operator at GPM Winter Street. "But you learn from your mistakes so you don't make the same one twice. It helped having good instructors who were patient."

Tucker noted that he and his fellow students were paid average day rates while they attended classes full-time for five weeks. Prior to the five weeks of hands-on training, each person attended afternoon classes at GE on their own time twice a week.

"As far as I can see, it was worth the small sacrifice in pay," said Tucker on the last day of class. "This kind of work is a challenge. I feel

like I could do it for 40 years and not tire of it."

Recently he said he still plans to use the JUMP program to find a job that requires his new skills.

Joan Johnson, who works at GPM Broadway, said of the course, "I really loved it. The thing about this kind of work is that you can't do it mechanically. You have to think about what you are doing all the time."

"Unfortunately most women have never done this kind of work. More need to try it just to find out if they like it. You can't help but learn something you can apply to your job. I'd say if anyone gets a chance to take this course they'd be a fool not to."

Skills widen job horizons

Don House, director of the program at GE, said that with GE moving more and more into assembly automation to remain competitive, employees with machining and related skills should remain an important part of the workforce.

ADLETS

FOR SALE

'73 VIKING FOLD-DOWN CAMPER, slps 7, gas furn, stv, ice box. 747-5236.
EAGLE w-doghouse, cheap. 749-0818.
PORT-A-CRIB w-extras, new. 483-5388.
'74 DATSUN 710, automatic, air, new brakes & exh., \$1,600. 747-5085.
CHILD'S STROLEE CAR SEAT, exc. cond. 627-2007.
'80 CHEV. CAMARO, digital clock radio, 231 V6, 3 spd, 23,000 miles, clean. 622-7474.
MATTRESS CLUBS, 5 woods, 10 stnls stl irons, \$50. 424-2343.
ROYAL TYPEWRITER, manual, exc. cond. 747-3871.
WASHER & DRYER, exc. cond., wht. \$400. 486-4546.
KC AIREDALE PUP, fe, 8 mos., hsrkn, shots, aft. 4 p.m. 1-337-5344.
KITCHEN CABINETS, full set, exc. cond. 447-4751.
HUMPER POOL TABLE, slate, like new; 15' fish & ski boat, fully equipt. 747-0241.
SCOTT'S DROP SPREADER, 20", good cond., \$15. 639-3137.
'79 HARLEY XLS 1000 ROADSTER, exc. cond., \$3,200. 422-2726.
EASTER SUIT, sz. 7 dress; rabbits. 445-5033.
TWIN MATTRESS & box springs, pad, cover, sheets, like new, \$110. 485-8562.
ANGUS CALVES, 4, approx. 300 lbs., 2 steers, 2 heifers. 824-2899.
WINE HOLE DESK, 3 drawer, w-chair, exc. cond., \$60. 749-0816.
BREAKFAST SET, chrome corner table w-leather bench, \$75. 447-2803.

OLD PUSH MOWER, \$5. 745-2120.
CAMPING COT, dbl width, fold-up, w-matt, used once. 432-8809.
CEMETERY LOTS, Covington Memorial. 623-3184.
FARMALL "B" TRACTOR, cultivator w-16" plow, disc, harrow. 1-691-3711.
SCHWINN BICYCLES, 3, 26", 24", 22". 747-5510.
WINDOW AIR CONDITIONER, 4,000 BTU, \$200. 432-9726.
NEW 20" SCHWINN STINGRAY, boy's, red & yellow, save. 747-4304.
OAK STUDENT DESK, credenza, swimming pool. 639-3196.
'70 FORD 500, work car, \$300. 447-3675.
'76 BUICK ESTATE WAGON, 49,000 miles, runs good, \$1,500. 672-3629.
10 SPEED BIKE, 24", like new. 747-4752.
GAS FURNACE, copper tube, hot water, \$150. 484-5743.
SLIDE-IN CAMPER UNIT for van, includes bed, ice box, sink, table. 747-6788.
'75 DODGE COLT, 45 MPG, 4 cyl., 4 spd, stereo, exc. cond., \$550. 627-5997.
WEDDING GOWN, sz 12. \$35. 485-9724.
REMINGTON PUMP 22 RIFLE, Mod. No. 572, exc. cond. 456-4842.
DECORATIVE CURTAIN ROD, like new, 53"-96". 432-8644.

FREE

GE WASHER, 7 yrs. old, needs oil seal on agitator shaft. 747-5461.
IRISH SETTER to good home, male, 3 yrs. old. 1-419-542-8480.

WANTED

ALUMINUM FISHING BOAT, 14', 4 seater, aft. 5 p.m. 1-693-9388.

'74 PARKWOOD MOBILE HOME, 14'x65', exc. cond., all appl., custom barn, sacrifice. 483-0712.

SERVICE

PROFESSIONAL PHOTOGRAPHY, weddings, portraits in your home, children, copy work. 432-9753.
WILL CLEAN YOUR HOUSE OR APT., \$25. 747-5531.
CONCRETE CONSTRUCTION, garage construction, licensed, ins., eves. 446-5643.

ROTOTILLING, anytime. \$5-\$10/hr. 747-3868.
HAULING & CLEAN UP, any kind, free est. 745-4825.
GARDENS TILLED, \$5 & up. 432-4660.
TYPING, form letters, mailing labels, misc. 489-9683.

FOR RENT

THREE BDRM HOUSE, SE, 2 baths, firepl, den, garage, \$300/mo., phone eves. collect. 1-215-646-0578.
ONE & TWO BEDROOM HOMES, Waynedale, no pets, aft. 5 p.m. 672-3781.

*ADLETS

GE NEWS BLDG. 18-3
NO ADS TAKEN BY PHONE

INDICATE TYPE OF AD HERE:

- | | |
|-------------------------------------|---|
| <input type="checkbox"/> For Sale * | <input type="checkbox"/> Ride Wanted |
| <input type="checkbox"/> Wanted | <input type="checkbox"/> Riders Wanted |
| <input type="checkbox"/> For Rent * | <input type="checkbox"/> Lost |
| <input type="checkbox"/> Free | <input type="checkbox"/> Found <input type="checkbox"/> Service |

(PLEASE PRINT NEATLY)

Ads must be received only on this form by noon Monday for publication Friday. You may submit only one adlet per issue of the **GE News**. No more than 40 letters per Adlet, please. Print phone number only on line indicated below. Property advertised must be available without regard to race, creed, national origin or sex.

Name _____

Address _____ City _____

Home Phone _____ Bldg. _____

* The item(s) referred to in this ad are in no way connected with any business venture

Signature _____

Motor sales down, but investments continue

"If anyone tells you this will be an upturn year, don't believe them," John Fink, manager of group finance, told employees of the Motor Finance Operation this month. Already, 1982 is turning out to be worse than anticipated.

"Markets in the first quarter of 1982 are down dramatically from last year, and the total year 1981 was not a good year overall," he pointed out.

Export sales weak

Fink said markets for motor products are down considerably from what was originally forecast for 1982. Also, international sales are weaker because of the strength of the U.S. dollar and a recession in many foreign countries.

"But our businesses are not unique," Fink said. "The whole country is this way because of the economic recession."

Motor customers having poor year

He noted that a significant portion of the group's sales are tied to appliance businesses, whose sales are dismal. In the first half of 1982, sales of central air conditioning units are expected to be down 8 percent, refrigerators down 18 percent and room air conditioners down 15 percent.

To adjust for the decline, the Motor Business Group has had to cut costs including a reduction of hourly and salaried workforces and adjustments in inventories. Still, he

found some signs of promise in the current economic climate.

"The cost of commodities we use to build motors, such as steel, copper and aluminum, have decreased, and we think inflation will subside. With inflation down and by keeping a tight cost base, some pickup in the economy should translate into a sound motor business."

In spite of the poor economy, the Motor Business Group is proceeding with its major planned investments.

"The decision to go forward with important programs and investments means that corporate GE has a lot of confidence in this business and expects future benefits to come out of these programs," Fink said.



John Fink, manager of group finance, tells employees investments are continuing at motor businesses.

General Electric News

APRIL 16, 1982

FORT WAYNE, INDIANA

VOLUME 64, NO. 15

GPM employees 'autograph' their work

Zero defects — price of admission at Hewlett Packard

In a pilot project to win more business through "zero defects," GPM Broadway employees "autograph" every motor they manufacture for Hewlett Packard.

"Today it takes a defect-free motor just to have the right to bid for business at Hewlett Packard and other U.S. computer manufacturers," says Jim Stehlik, quality control manager for GPM.

IBM, Shugart and others have told GPM they expect 100 percent quality parts 100 percent of the time.

Japanese threat felt

"They see the Japanese as a threat to their business because of the Japanese companies' ability to copy new technologies and manufacture products free of defects. They want to make a personal computer that works the first time a customer takes it home and plugs it in," says Stehlik.

Because computer manufacturers obtain 70 to 80 percent of the parts for their computers from outside vendors like GE, the only sure way to control their quality is to demand 100 percent quality parts. This includes shipping the parts on time.

"GPM has been a quality leader for a long time, but standards that were acceptable in the past are no longer acceptable," notes Stehlik. "The high cost of poor quality has made zero defects the most economic way to produce."

"Poor quality adds to costs in several ways. First you have to pay inspectors to weed out the bad products — and that's not 100 percent effective. Then you have to carry ex-



tra inventory to make up for the bad parts — and at today's high interest rates that costs money."

GPM is taking several approaches to improving its quality. There are Quality Action Teams and Quality Circles at every plant.

The most intensive project, however, is taking place at Broadway's AC motor manufacturing area in Building 4-4.

"GPM has chosen to concentrate on one small area to fine tune our manufacturing process and do what is necessary to achieve zero defects."

"We chose Hewlett Packard as our target customer because of their zero defects program, the presence of a foreign threat to our business and because the personal computer market represents a potential growth market for us," says Stehlik.

"It is an area where we haven't done the job we could have done. We've had some quality problems, but we're dedicated to changing that."

Every motor destined for Hewlett Packard has a tag attached to it, and every person who works on those motors puts their name on the tag.

"We ship each motor with the tag on it, so if there is a problem, we can trace where we have failed. Our goal is to build each motor right the first time, and we are finding some areas we need improvement in," said Stehlik.

The goal is not to find fault with operators, but to identify problems so they can be corrected. The problems might require design changes, retooling, improved training or better communication.

'Quality is everybody's business'

"Quality is everybody's business," says Stehlik. "People have to know what is expected of them and must be given the tools to do their job. GPM is devoting all the resources necessary to this project to do it right."

In addition, an improved end-line audit will work to identify any daily problems on other customers' models. A Quality Action Team involving foremen and engineers comes up with quick-fix solutions to these problems and also generates long-term projects for quality improvements.

GPM believes it has a lot to gain from this sharply-focused effort.

See ZERO DEFECTS, Page 4.

GE diversity helps first quarter results

Continued earnings improvement in the face of the current recession indicates the strength of General Electric's diversity, said Chairman John F. Welch Jr. in reporting GE financial results in the first quarter of 1982.

"Several of our businesses that are closely tied to construction and consumer durable markets were down, while other businesses in services and high technology did very well."

Welch reported that General Electric earnings were \$377 million in the first quarter of the year, compared to \$359 million for the first quarter of 1981.

Sales in the first quarter of 1982 were \$6.02 billion. Sales were \$6.09 billion for the 1981 first quarter.

In other words, earnings were a little over 6 cents for each \$1 of sales for the first three months of 1982.

Welch said, "Our quarter results could be characterized in three distinct categories:

- Businesses affected by the depressed conditions in consumer durables and construction markets had significantly lower operating earnings. These included major appliance, housewares, television, and

the air-conditioning businesses.

- In contrast, services and businesses in high technology niches did very well. General Electric Credit Corporation experienced an 89 percent surge in earnings to \$51 million in this year's first quarter as a result of a much higher level of earning assets and somewhat lower money costs. Strong increases were also experienced by our Information and Engineering Services businesses. The high technology gains were led by Medical Systems and Aerospace, both of which had continued strong growth and earnings gains.

- Our third category would be strong core businesses which, although operating in weak markets, had the benefit of increased productivity and new product introductions. Lighting, with its significant earnings gains, was the principal example of several in this category.

Little improvement seen

"The remainder of 1982 will continue to be challenging. We anticipate very little economic improvement in the second quarter. Our economists are looking for a moderate recovery in the third and fourth quarters fueled by the July tax cut

and lower inflation," said Welch.

Industrial Products earnings were ahead of last year on somewhat lower revenues, primarily because of improved earnings in transportation systems. Motor and contractor equipment earnings were about the same as in the first quarter of 1981 on lower sales.

He summarized results for the other segments of the company in the first quarter of 1982 compared with those for the same quarter of 1981 as follows:

- Consumer Products earnings were down substantially on lower volume for most products despite significantly improved results in lighting.

- Power Systems' substantial earnings improvement on somewhat higher revenues was attributable mainly to profitability in nuclear fuel and services and good increases in construction and engineering services earnings which more than offset the effect of a somewhat lower level of turbine shipments.

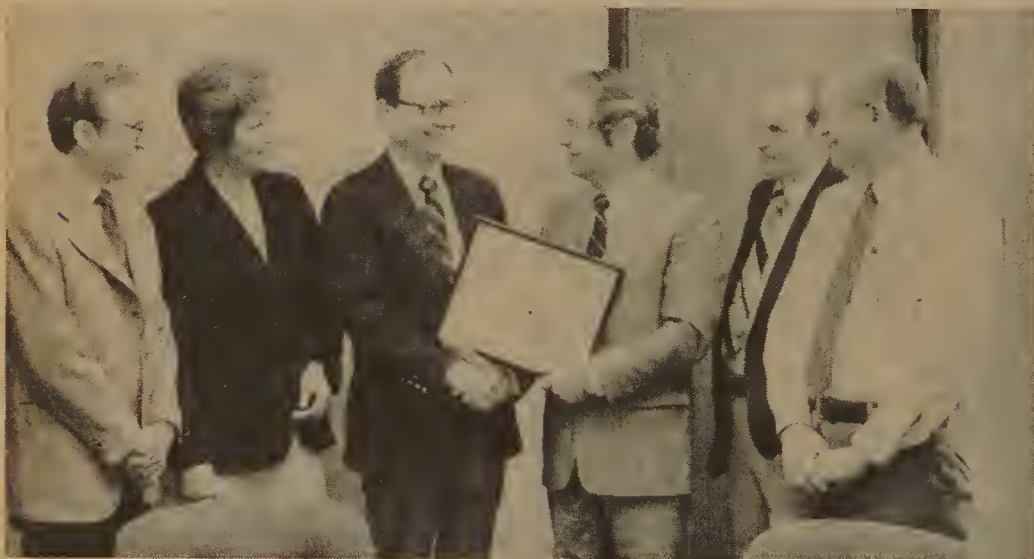
- Services and Materials reported substantially higher earnings and good revenues increases, led by General Electric Credit Corporation and

information services. Engineered materials operating earnings were down on lower volume; however, overall earnings were up slightly reflecting a gain on the sale of the mining products business.

- Technical Systems revenues and earnings increased as very strong earnings gains in medical systems and aerospace more than offset the effects of significantly increased programmed expenditures in the industrial electronics and advanced microelectronics areas.

- Natural Resources earnings of \$64 million were down 11% from \$72 million a year ago on modestly lower revenues. Lower copper prices reduced earnings and coking coal operations were interrupted by a January work stoppage in Australia which deferred some shipments. In addition, earnings from the non-consolidated uranium mining affiliate were lower than a year ago. Sale of 80% of this affiliate for book value was completed at the end of March.

- Aircraft Engine revenues and earnings were down slightly from last year, with improved military sales nearly offsetting somewhat lower commercial engine results.



GPM General Manager Jim Meehan congratulates Tom Dickson, manager of finance, for receiving Great Corporate Cash-in recognition in 1981. GPM is one of the few GE departments to meet corporate receivables goals each quarter. From left are Bob Franz and Barb Myers, two recipients of "Corporate Cash-in" awards for managing receivables; Dickson; Meehan; Gary Sykes, manager of materials; and Frank Kurung, manager of manufacturing.

GPM's Myers, Franz win GE awards for controlling customer receivables

Close cooperation between marketing, finance and manufacturing has resulted in GPM receiving two "Great Corporate Cash-in" awards for managing receivables (bills owed GE by customers) says Tom Dickson, manager of finance.

The first such award went to Bob Franz, manager of accounting operations, for establishing new procedures to reduce past-due receivables in claims.

The second award went to Barb Myers, manager of the distribution service center and disputed receivables, for reducing disputed claims.

Cooperation praised

Myers said she received the award

because of cooperative efforts of many individuals in both manufacturing and finance.

T. O. Thorsen, vice president for finance, noted Barb's and Bob's work in standardizing quotation forms, implementing a mechanized pricing system to automatically change prices, and creating a billing adjustment procedure and new tracking system.

The goal of the program is to maintain high service levels to customers while freeing cash to meet important GE needs. The Cash-in program has resulted in the release of \$200 million corporate-wide for important GE uses such as new equipment and product development.

Five change jobs through POP

Five persons used the Promotional Opportunities Program (POP) to further their GE careers in recent weeks. They were:

Mark Schmidt, quality control specialist/engineer, HMO, Job. No. 81-168; Bernita Stevens, payroll specialist, MBG finance, Job. No. 81-176.

Susan Hart, insurance clerk-claims processor, MBG finance, Job

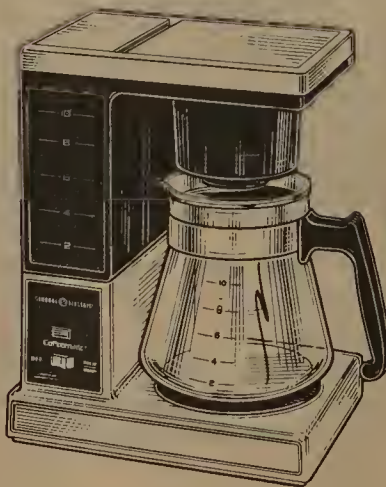
No. 82-1; Farley Thornsberry, programmer analyst, MBG finance, Job No. 82-4; Thomas Hazelett, mail clerk, GPM, Job No. 82-7.

POP postings cover all nonexempt job openings and exempt job openings up through Level 9.

Self-nomination forms are available from supervisors and employee relations offices.

JUST ARRIVED!

New shipment of Class "E" Specials



DCM10E Automatic Drip Coffee Maker: \$17.99
Less mail-in rebate: \$ 4.00
Net cost: \$13.99



EDS1E Digital Scale: \$21.99
• And Space Saver Electronic Digital Clock Radio \$21.99

AT YOUR EMPLOYEE STORE

1030 Swinney

10-5:30 M-F

Bowling

Asbell rolls top series with 709

Elmer Asbell bowled games of 212, 234 and 263 in the Friday Night Taylor Street League for a 709 series to top all scorers.

That was just eight pins shy of Doug Haller's season-high 717 series.

League Summary

Monday Morning Ladies		Apparatus	
Jane Tomson (202-220)	590	Walt Nielsen	225
Connie Willis (197)	505	Don Greenler	223
Barbara Miller	187	Don Hoffman	214
Mary Tucker	183	Kent Rice	211
Cheryl Daseler	180		
GE Office		Senior Citizens	
Les Palmer (211-222)	615	Mae Dial (189)	514
Dave Locker (224)	606	Kate Winter	510
Art Seidel	224	Gladys Wright	
Roy Elwood	221	(181-191)	504
Art Hartman	215	Helen Koehlinger	
Henry Helberg	214	(193)	503
Ed Fischer	213	Betty Carlo	191
Bob Lehman	212	Earlene Macy	184
		Mary Snyder	182
Monday Nite Ladies		Edna Lower	180
Diann Williams		Walter Free	231
(199-199)	577	Ralph Thomas	231
Wendy Thomson	189	Leon May	212
		Cecil Tarney	202
		Bill Dehnert	200
Hermetic		Friday Nite Ladies	
Terry Giese	246	Joyce Doust (193-200)	530
Small Motor		Bessie Shields	199
Buck Somers	233	Gertie Jones	197
Jim Wietic	225	Jean Cook	188
Larry Baker	213	Sandy Gerdorn	183

Friday Night Taylor Street

Elmer Asbell	
(212-234-263)	709
Dale Baeske (226-252)	863
Kevin Senter	222
Carl Metker	215

Apparatus League

Larry Brothers (254)	834
Don Greener	221
Mike Lipp	210

Friday Nite Ladies

Bessie Shields (208)	501
Jean Cook	500
Nancy Wysong	187

Friday Nite Taylor Street

Jim Welks Jr.	214
---------------	-----

Jack & Jill

Jean Reinking	522
(200-201)	
Janie Fischer	504
(184-181)	
Lora Brothers	181
Walter Free	231
Larry McInturf	210

Adam & Eve

Karen Brandt	539
(191-184)	
Justine Coudret (201)	521
Klaris Roach	211
Paul Yentes	233
Ernie Garrett	232
Carl Draper	215
Sam Macy	209

Pete & Tillie

Virginia Fletchall	191
Pat Slater	180
Jerry Wiley (257)	597
Joe Fair	210

Monday Morning Ladies

Delois Smith (187-207)	560
Estella Paschall	199
Jo Hoover	194
Donna Elwood	187

GE Office

Phil Hill Jr.	224
Dave Rodewald	221
Ed Koontz	213
Ed Fischer	211
Leon May	210
John Wilson	210

Tues. Afternoon Ladies

Naomi Reis (197)	521
Melissa Flory	513
(186-201)	
Jeanette Cook	217
Sandy Herendez	192

Hermetic League

Carl Metker	210-230
Bob Bellis	222
Doc Chapman	222
Lynn Covey	215
Fred Hunter	212

Small Motor League

Jim O'Bryan	218
Will Doehrmann	213
Larry Loe	212
Jim Welks	211
Doug Wells	210

Senior Citizens

Betty Carlo	502
Mary Snyder	187
Clara Lauer	188
Thelma Muri	181
Carl Metker (222)	802
Ansel Black	224
Harold Neiman	221



Mel Schrader, Building 4-2, finishes giving blood at the GE Club March 30.

133 give blood

GE blood donors gave a total of 133 pints March 30 at the GE Club, reports Marcia Robbins of the Red Cross.

"We had a really excellent turnout," she said. "A lot more than expected."

Zona Letner, Building 6-2, and Jean Swihart, HMO, each won a dinner for two. Zona, although she was a first-timer herself, brought George Mason and Shirley Beard, and won the prize for bringing a new donor.

Jean was the winner for being a first-time donor.

The next Bloodmobile visit will be at West Broadway, Wednesday, June 16.

Golf leagues forming

Persons interested in participating in GE golf leagues should contact the appropriate league manager soon, says golf chairperson Jack Starwalt.

Here are the leagues, times and managers to contact:

Monday: Ladies McMillen League, 5 p.m., Lois Perrine, Building 8-2; Brookwood League, 4:50 p.m., Doug Lehman, Ext. 3303; Colonial Oaks, 5 p.m., Mel Guillaume, Ext. 2431.

Tuesday: Foster Park, 5:10 p.m., Ray Benckenstein, 432-9871; Brookwood, 5 p.m.

Wednesday: Brookwood, 4 p.m., Pete Gorrell, Ext. 3379; Foster Park, 5:10 p.m., Roy Brokaw, Ext. 2521.

Thursday: Foster Park, 3:45 p.m., Tom Jones, Ext. 2356; Brookwood, 9 a.m., Terry Dorman, Ext. 3585.

In Memory

Edwin J. Proegler, 839 Wolverton Drive, died April 8. He worked in surge test at Taylor Street, GPM, before retiring in 1978.

Rollin P. Anselman, 703 Walnut, died April 7. He worked as a counter, weigher and stocker at Taylor Street prior to retiring in 1973.

Kay J. Felger, Ossian, died April 5. She was a typing machine operator at HMO.

Homer J. Davis, 9112 Goshen Road, died April 1. He worked at SMD before he retired in 1966.

Lemon E. Clouse, 4805 Hatfield Road, died March 31. He was a balancing machine operator in Building 6-3, SMD, prior to retiring in 1968.

Leroy H. Cook, Fort Lauderdale, Fla., died March 30. He was a punch press operator in Building 4-1, SMD, prior to retiring in 1960.

Kenneth H. Klopfenstein, 711 Lillian, died March 29. He was a specialist in cost analysis for STD, Building 26-2, before retiring in 1980.

Motor Generator reunion set April 24

Former employees of the GE Motor and Generator Department will meet Saturday, April 24, for their 24th annual reunion at the IUE Local 901 Union Hall, 1427 Broadway.

The reunion will begin at 3 p.m.

with dinner being served at 5, followed by a business meeting.

Donations of \$3 per person will be collected at the door. Spouses are welcome, and prizes will be given away.

ADLETS

FOR SALE

'77 MERCURY COMET, 2 dr. 486-2535.
DECORATIVE CURTAIN ROD, new, 53"-96". 432-8644.
CRAGERS, 4, 13"; 2, B50x13 tires, never on car, aft. 6 p.m. 639-3119.
EBONITE BOWLING BALL, 15 lb., exc. cond., \$25, aft. 5:30 p.m. 672-3072.
TREADMILL EXERCISER, Sears, like new, \$50; GE 30" range hood, like new, \$15, a.m. 1-547-4422.
PICK-UP CAMPER, 8½', slps 4, asking \$400. 657-5672.
'66 FALCON, 2 dr., part out, good six and C4 trans. 482-2288.
WOOD KITCHEN CABINETS w-counter top. 637-6857.
'72 DODGE COACHMAN MOTOR HOME, 20', loaded, exc. cond., 10,000 miles, mst see. 426-2322.
'74 PARKWOOD MOBILE HOME, appls, skirting, custom barn, exc. cond., bst offer. 483-0712.
BOY'S 24" BICYCLE, Western Flyer, good cond., \$25. 747-3581.
'73 MERCURY MONTEGO, \$300 as is or best offer. 426-8104.
CABIN TENT, 12'x18', w-4'x10' screened patio, used once, \$250. 432-8809.
INSIDE DOORS, 7, various szs, exc. cond., \$7 ea. 484-9447.
MAMIYA CAMERA, 220/80 MM, 250 lens, 210 Omega, dk rm, aft. 5 p.m. 493-3949.
KIMBALL SUPER STAR SWINGER ORGAN, two kybds, \$799. 692-6258.
10" RADIAL SAW, Craftsman, \$275; 4 pc. wht oak bdrm suite, \$75, aft. 5 p.m. 1-337-5671.
MAN'S SUIT, 3 pc., sz. 37, waist 29, navy. 745-2120.

FISH & SKI BOAT, fully equip; bumper pool table, slate, like new. 747-0241.
'71 CHEVY IMPALA, hdtop, mint cond., red, super sharp, \$1,450 or offer. 627-2429.
GE DRYER, 3 yrs. old, exc. cond. 447-5236.
DAVENPORT, blue velvet. 747-2184.
STEREO and records. 432-5650.
KITCHEN TABLE & 4 chairs; 6' van seat, cld slp one. 745-1110.
19" PRTBL B&W TV. 483-6717.
COFFEE TABLE, Bassett; 2 Colonial chairs, all like new. 483-6150.
BOAT MOTOR & TRAILER. 747-5281.
'68 CAMARO, 6 cyl., 3 spd, new tires, dependable. 485-4929.
GAS DRYER; 40" elec. stove, \$20 ea. 424-8607.
SPERTI SUN LAMP, late mdl, floor type. 747-0980.
QUEEN SIZE BED, grn velvet headboard, aft. 6:30 p.m. 483-4039.
'77 SUZUKI GT 250, 931 miles, mint cond., \$595. 747-0257.
'68 VW BUG; '68 VW engine; misc. furniture. 485-1119.
'78 KAWASAKI KZ 1000. 747-5024.
MEN'S SPORT SHIRTS, sz. med., 12 for \$15. 745-1630.
'76 BUICK ESTATE WAGON, runs good, some rust, \$1,500. 672-3629.
16' STARCRAFT SUPER SPORT, 50 HP Johnson, Shorelander trlr., \$1,975. 1-925-1741.
MOTO X BIKE, gold mags, \$60 or bst offer. 485-8766.
24' TRAILER on Big Long Lake, screened porch, wooded lot, \$1,100. 447-1077.
MAJESTIC CIRCULATOR FIREPLACE LINER - R3600; glass fldg door & stl grate, \$75. 432-3955.
'73 SKYLINE MOBILE HOME w-small barn, furn. 426-6852.
'81 YAMAHA XS400H MOTORCYCLES, 2, low miles, like new. 485-2580.
21" LAWNBOY MOWER, side catch, good cond., \$70, aft. 4 p.m. 747-5730.
TORO LAWNMOWER, 21", self-prop. 747-6380.

3 HP BRIGGS GAS ENGINE, vertical mount, \$25. 749-2644.
DUNE BUGGY, Berrian Fr., VW Eng., Tranaxle. 637-3482.

WANTED

LIONEL & American Flyer trains, any cond., aft. 5 p.m. 1-724-8011.
REAR BAGGER for Series 60 John Deere lawn tractor. 432-1460.
HEAVY DUTY BOAT TRAILER. 489-6866.
ALUMINUM SWIM RAFT, 8'x8' approx., good cond. 447-2189.
BABY CROW, or location of active nest. 432-3172.
MOTOR HOME TO RENT weeks of June 14 & 21, slp. 4. 432-9377.
DALMATIAN PUP. 489-9742.

SERVICE

RE-ROOFING & roof repair, licensed, insured. 432-5324.
HOUSECLEANING, afternoon or eves 'til June, then days, call 4-7 p.m. 432-5255.
SPRAYED and textured ceilings, glitter, drywall, finished. 456-3848.
CONCRETE CONSTRUCTION, garage construction, licensed, insured, eves. 446-5643.
WILL CLEAN YOUR HOME OR APT., \$25. 747-5531.

FOR RENT

ONE BDRM APARTMENT, furn. or unfurn., near GE, aft. 5 p.m. 672-3781.

*ADLETS

GE NEWS BLDG. 18-3
NO ADS TAKEN BY PHONE

INDICATE TYPE OF AD HERE:

- | | |
|-------------------------------------|---|
| <input type="checkbox"/> For Sale * | <input type="checkbox"/> Ride Wanted |
| <input type="checkbox"/> Wanted | <input type="checkbox"/> Riders Wanted |
| <input type="checkbox"/> For Rent * | <input type="checkbox"/> Lost |
| <input type="checkbox"/> Free | <input type="checkbox"/> Found <input type="checkbox"/> Service |

(PLEASE PRINT NEATLY)

Ads must be received only on this form by noon Monday for publication Friday. You may submit only one adlet per issue of the **GE News**. No more than 40 letters per Adlet, please. Print phone number only on line indicated below. Property advertised must be available without regard to race, creed, national origin or sex.

Name _____

Address _____ City _____

Home Phone _____ Bldg. _____

* The item(s) referred to in this ad are in no way connected with any business venture

Signature _____

Three GE secretaries try out new phone system

When GE puts its new telecommunications system into operation Aug. 2, it will replace the most obsolete system in Fort Wayne with the most advanced — all in one, big \$1.9 million step.

To find out what this investment will mean for the employees who will use the new system, the GE News invited three GE secretaries to an advance training session at General Telephone.

1,500 to receive training

The training was similar to the training 1,500 GE employees will receive at their respective locations prior to vacation shutdown. The July training sessions will give each person about 1½ hours of hands-on instruction.

The three secretaries were Mary Ruth Jenkins, GPM, Taylor Street; Jean Noller, Advanced Research and Development Lab, Building 19; and Denise Miller, formerly with SMD, Building 4-6.

These were their reactions to the new system:

"I think the new phone system will be super compared to what we have," said Mary Ruth. "I think it will be easier to use and save time. It really wasn't that difficult to learn, because a lot of the techniques are similar."

Jean Noller added, "I think after using the system for a week it will become automatic. We learned that there will be a communications leader in each work area who has extra training. That will be helpful while we are learning to use the new phones."

Denise Miller said, "I think the new system will alleviate many of the problems secretaries have. I think a lot of the managers will be receptive to the change, too."

'I think the new phone system will be easier to use and save time. It really wasn't that difficult to learn.'

Zero defects

Continued from Page 1.

"Quality can be improved only by working on it part by part, person by person," says Stehlik. "We'll be able to use what we learn from this project in other areas."

"We believe that if we spend money up front to prevent mistakes, we will spend less later on correcting



Jean Noller, AR&DL, Denise Miller, SMD, and Mary Ruth Jenkins, GPM, try out some of the features that will be available when the new GE phone system is ready for use Aug. 2. They received training similar to the kind 1,500 GE employees will receive this summer.

Sahida Morrison, communications advisor for General Telephone, conducted the training session at GTE's building on U.S. 24. She noted that Purdue University has the only other system of its kind in Indiana.

"In the beginning, we will encourage GE employees to master the new features they expect to use the most," Sahida said. "As time goes on, people will try more of the wide range of new features."

Here are some of the features Jean, Mary Ruth and Denise learned during their session last month:

Direct Inward Dialing

Each phone will have its own 7-digit number so it can be called directly from outside the plant, Sahida explained. The last four digits will be used for internal calls, just as extensions are now.

"You'll be able to tell by the way the phone rings, whether the call is an internal or external call — before you even pick up the receiver," she said.

Call transfer

"Fantastic," was Jean's reaction after she successfully transferred a call on her first try.

She simply depressed the hook-switch button and dialed the num-

ber she wanted to transfer the call to.

She told the person who answered that she was transferring a call and hung up the receiver. As soon as she hung up, the call was transferred.

Putting a caller on hold

To place a caller on hold, Sahida explained, involves "flashing" the hookswitch and dialing a code number. "If you have done it correctly, you will hear a verification tone. And if you forget you put someone on hold, the phone will remind you by ringing your number."

Call Park

"If you have ever wished you could take a call with you while you go to look up some information at another location, the call park feature will do the trick," Sahida said.

"You can 'park' the call at your destination by keying in a code number and the station number."

Camp-on, Call-back

This feature allows someone who gets a busy signal to have the system call them back when the line is free.

"Again, you just flash the hook-switch and dial a code," said Sahida. "In the meantime you can make and receive other calls."

"I can see how that would keep you from forgetting to call back," noted Denise.

This feature is also for GE people who have experienced the frustration of being unable to get an outside (9) line or a Dial Comm (8) line. "The same technique will work to make the system ring back when an outside line is free, and as soon as you pick up the receiver, you're on an outside line," Sahida explained.

Call Forwarding

"With the new system, you will be able to take your calls with you," she added. "You can program the phone system to automatically forward all calls to another station where you will be. You just have to remember to cancel the code when you return."

Sahida noted that the basic features of the new system will be explained on the face of each phone once they are installed.

She also reminded the secretaries that phone numbers will be changing and encouraged them to remember that when ordering stationery.



Jean Noller shows what most of the new GE telephones will look like.

YOUR PERSONAL SHARE STATEMENT

as of
December 31, 1981

Progress for People

Prepared for

JOHN DOE
RD 162 SS# 400504000
DIST # 1700
99-00000
GENERAL ELECTRIC

Need some good news for a change?

If filling out your income tax returns told you what you gave away last year, take heart.

Your Personal Share Statement should be arriving in a few weeks to tell you what you got to keep.

The statement will bring each Fort Wayne GE employee up to date on such things as their projected retirement income, life insurance protection and holdings under GE savings plans.

Chauncey Miller, manager of

benefits for GE in Fort Wayne, urges employees to share the information with their families and use it for personal financial planning.

The Personal Share Statement will also show coverage amounts under such plans as Personal Accident Insurance and Long Term Disability Insurance.

Current plans are to distribute the statements in late April or early May.

Mail, Inc.
1050 S. Anthony Blvd.
Fort Wayne, IN 46803

Address correction requested

BULK RATE
U.S. POSTAGE
PAID
FORT WAYNE, IN
Permit No 40

(For quickest response, please mail all non-intracompany address changes directly to Mail, Inc. at the address printed above. Be sure to include both your old and new addresses indicating zip codes for each.)

JUL 30 1982

IN COUNTY
P. 10

General Electric News

APRIL 23, 1982

FORT WAYNE, INDIANA

VOLUME 64, NO. 16

Tough bargaining ahead: GE's top negotiator

Contracts with most unions will expire at midnight on June 27. National bargaining with both IUE and UE will begin separately in New York on May 4. Discussions on over 100 contracts with unions certified to bargain at the plant level will also begin around this time. To get the company's perspective on 1982 negotiations, Bill Angell, the company's chief negotiator, was interviewed for employee publications throughout GE.

GE NEWS: Overall, how do you view 1982 negotiations?

ANGELL: I think the bargaining will be very tough, but I believe we can reach a peaceful settlement.

GE NEWS: Every bargaining round has its own set of problems. What's different about this year's negotiations?

ANGELL: There are a number of changes that will affect bargaining this year. Competition, both domestic and international, is bringing intense pressure on our company across a whole range of products. Changes in economic conditions have led to generally lower levels of settlement for the first time in years. The rate of inflation is down. The wages generated by our 1979 contracts have kept GE pay well above average so there is no need for a catch up this time — and that's both good news and bad news.

GE NEWS: Maybe you'd better explain your last point.

ANGELL: The good news is that GE pay is not only well above average in the manufacturing sector of the economy, and the electronic and electric industries in particular, but the gap has actually widened during the last three years. That's why GE jobs are so attractive and why we have long lists of applications at our plant employment offices.

GE NEWS: What's the bad news?

ANGELL: The bad news is that we're paying more than our competitors for the same work in many cases, and that's a problem for a lot of our businesses.

GE NEWS: What are the issues as you see them?

ANGELL: As always, we'll be discussing many subjects but I think money and job security will be among the principal issues.

GE NEWS: What about cost-of-living?

ANGELL: That's one kind of money. In the last contract that we and the unions negotiated, most of the wage increase came from cost-of-



Bill Angell, chief negotiator for GE, discusses how he expects negotiations to shape up beginning May 4.

living adjustments. That turned out to be a wise decision for employees because inflation was higher than anyone expected. In earlier contracts, wages were split more equally between fixed increases and cost-of-living increases. With the inflation rate down, a more balanced equation might be better this time. In addition to fixed increases and COLA, we also have a compression problem.

GE NEWS: What do you mean by compression?

ANGELL: Back in the 1950s and '60s, wage increases were usually given in percentages to maintain the difference between step rates. In recent years, wage increases have been in flat cents per hour. This has compressed the difference between steps. When the difference gets too narrow, people have less interest in moving up to the more intricate and difficult jobs because the financial incentive isn't there. Eventually we'd find we couldn't get or keep the top shop skills we need. Both sides of the bargaining table will have to study this problem thoughtfully so we can find a way to divide up the available money in the fairest way.

GE NEWS: How do you expect the job security issue to shape up?

ANGELL: I think most people recognize there is no way to flat out guarantee everyone a job or an income. If a product doesn't sell, whether it's an automobile, a transformer, a motor, a refrigerator, or a toaster, eventually people are going to be out of work. Our discussions on job security will have to deal with ways to reduce costs and

make our operations more competitive, as well as ways to cushion the impact of job or income loss.

GE NEWS: This sounds a little like take-aways.

ANGELL: Take-aways are a bad label for a very necessary part of collective bargaining. For years most industries really bargained on only one issue and that was how much more management was going to give. I think we'll see more genuine give-and-take in the 1980s. The idea of giving on some matters in order to get more on others will have to become an accepted part of bargaining or more businesses will fail and more jobs will be lost.

GE NEWS: Specifically, what does that mean for our negotiations this year?

ANGELL: We're very fortunate at General Electric that we don't have many of the problems that are present in the auto, steel, trucking, rubber, and construction industries. GE unions and GE management can both take credit here. We can deal with the needs of our business as well as the needs of employees without the kind of crisis that surrounds many other negotiations. But these needs are real, and we'll have to face up to our problem areas.

GE NEWS: Some people are saying that GE is very profitable and can afford a generous settlement in 1982.

ANGELL: If you look at the GE Annual Report you'll find a summary of the company's profits as reported to the shareowners and the government. It shows that GE made 6.3 cents on the sales dollar in 1978 and 1979, and 6.1 cents in 1980 and 1981. If you read the rest of the report, you'll see that much of our earnings came from services businesses and Utah International. Many of our operations are not doing nearly so well even though we're investing hundreds of millions of dollars in the United States for new equipment to make them more efficient.

GE NEWS: What about the leasing deals reported in the newspapers recently where GE is getting income tax refunds?

ANGELL: The leases were authorized and encouraged by Congress, and by assisting other companies to obtain assets to maintain and generate jobs it should help the whole economy in the long run. The purchase of these leases will also benefit General Electric in the long run.

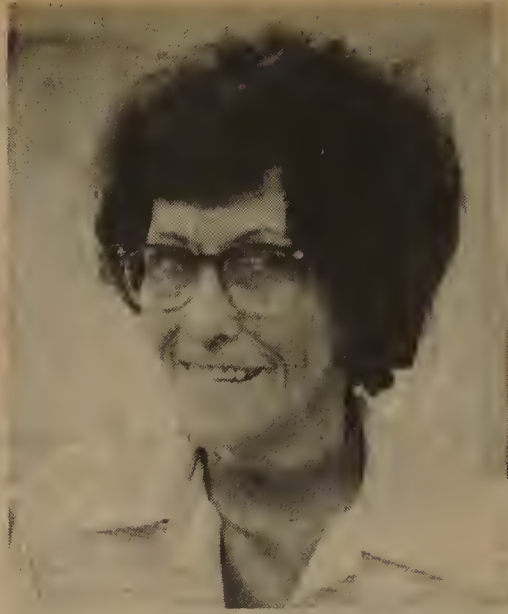
GE NEWS: You said earlier that money and job security seemed to be the major issues. What about benefits?

ANGELL: The GE benefit package today is

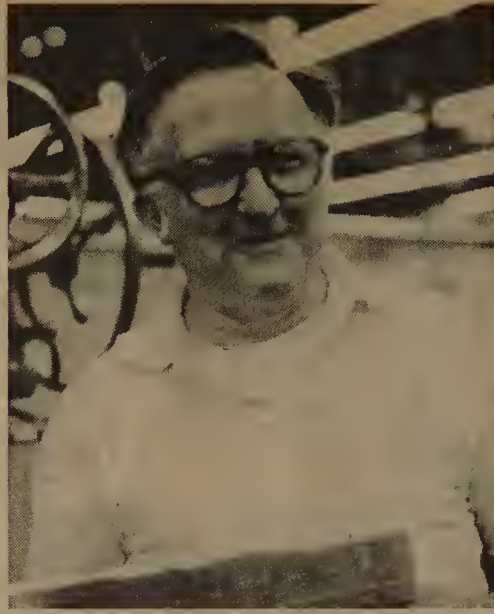
See NEGOTIATIONS, Page 4.



Topping Emmitt Smith's list is retirement income.



Gini Gerod looks forward to an update on her S&SP Savings.



Bob Fritz intends to share benefits information with his wife.



Mabel Eldridge is counting on a build-up in her retirement income.

Employees seek information about 'hidden' pay

Most GE employees realize that their weekly pay is only one part of their compensation for working at GE. That's why many of them look forward to receiving their Personal Share Statement each spring.

That document, scheduled for distribution later this month or early May, describes in dollar amounts the value of each employee's GE benefits, including: medical and dental coverage, disability protection, family protection in case of death, retirement income values and savings amounts.

Here is what four GE employees said they were looking forward to most in this year's Personal Share Statements:

Emmitt Smith, Winter Street

"It's always the same for me," says Emmitt Smith, group leader in the endshield area at GPM, Winter Street.

"The first thing I look at when I get my Personal Share Statement is retirement income for me and my wife. I usually get out my old statements to see how our retirement income is growing year to year."

Emmitt notes that the statement shows how much he can expect from

his GE pension if he retires from the company at age 65, plus how much he and his wife would earn from Social Security.

Because he has school-age children at home, the second thing Emmitt looks at is his family protection benefits, including his GE life insurance and dependent life insurance.

"I always look forward to getting my statement each year," he says.

Gini Gerod, Broadway

Gini Gerod, group leader at GPM, Broadway, Building 6-3, looks forward to her statement, too, but for slightly different reasons.

"My Personal Share Statement tells me exactly how much I have in my Savings and Security Program account (as of Dec. 31, 1981)," she says. "I've been in the plan for five years, and it's the best thing that's ever happened to me."

"I'm on my own now, and I'm using my head," she says. "I'm saving 7 percent of my pay, and beginning this year I'm taking part of my payout and putting it into an Individual Retirement Account."

That way, she says, she can earn money market interest rates on her

retirement savings and get a deduction on her income taxes. The money will grow tax-free until she retires.

"By saving in S&SP, the money is taken directly out of my paycheck, and I don't miss it. This way I know it's going to be there when I retire. I know now that I should have gotten into the program when it started."

Gini knows exactly what she wants to do when she retires.

"I plan to move to the Southwest so I can fish every day of the week," she says. "My Personal Share Statement let's me know what kind of income I can expect at retirement. When I look at it, I tell myself, 'Boy, I'm not doing too bad.'"

Bob Fritz, Winter Street

Each year when his Personal Share Statement arrives, Bob Fritz goes over it with his wife. Bob operates a jig bore machine in the tool room at Winter Street.

"My wife and I recently went through a pre-retirement program together at church," he says. "The representative from Social Security looked at my Personal Share Statement and said GE's estimate was almost 100 percent accurate. I think GE does a real good job of informing

its employees about what their benefits are."

Bob uses his Personal Share Statement as a tool in doing his retirement planning.

"I also look at what I have saved in S&SP. I think the whole statement is really good."

He says he learned at the pre-retirement seminar the importance of going over financial information and retirement planning with his wife.

"This statement is really helpful in letting you know what your benefits are."

Mabel Eldridge, Taylor Street

Mabel Eldridge, motor checker at GPM, Taylor Street, also uses her Personal Share Statement to do retirement and estate planning.

"I figure I'll work two, maybe four years before I retire," she says. "Now that I'm getting close, I am particularly interested in seeing what my retirement benefits are estimated to be."

"I'm also in S&SP and am looking at my savings more and more as extra retirement income."

Dependent life insurance and family protection plan values are also important to Mabel.



eye on the competition

Franklin reports loss, plant layoffs

Franklin Electric Co., a GE motor competitor, reported a loss of \$225,000 for the first three months of 1982, according to a story in The Journal-Gazette.

Franklin also is planning temporary closings at its four domestic motor plants to reduce inventories.

First quarter sales of electric motors in the domestic market were 29% below the year-earlier levels, The Wall Street Journal reported. Plants in Bluffton, Siloam Springs, Ark., and Wilburton, Okla., were

closed for two-to-five-day periods in March; the plant in Jacksonville, Ark., will be closed temporarily in the second quarter.

The closings affect 2,400 employees, or about two-thirds of Franklin Electric's work force. The company laid off about 150 employees during the first quarter.

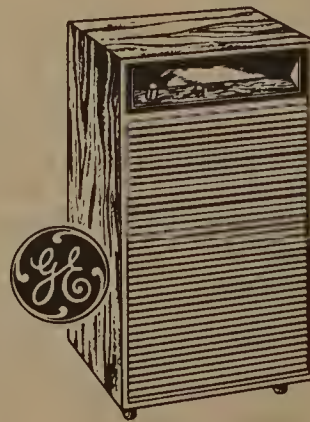
The Bluffton-based company is re-evaluating plans to invest \$6.5 million this year to improve the efficiency of its domestic motor plants.

Westinghouse earns 5.3 cents on sales dollar

Westinghouse Electric Corporation announced it earned about 5.3 cents on the sales dollar in the first three months of 1982. Both earnings and sales were up over the first quarter of 1981 for the diversified competitor of GE in motors and other products.

The New York Times reported that Westinghouse earned \$124.4 million on sales of \$2.34 billion.

The industrial products group of Westinghouse, hard hit by the recession, suffered a decline of up to 30 percent in operating profits.



YOUR EMPLOYEE STORE

GENERAL ELECTRIC DH30 AUTOMATIC PORTABLE DEHUMIDIFIER WITH FLASHING SIGNAL LIGHT

- Removes 30 pints moisture per day
- Automatic Humidity Sensor turns unit on/off as needed
- Flashing signal light indicates full water container
- Automatic overflow shutoff
- 4-way water removal
- 4 swivel wheels

MODEL	EMPLOYEE PRICE	REBATE	NET COST
DH14	159 ⁹⁵	\$20	139 ⁹⁵
DH20	184 ⁹⁵	\$22	162 ⁹⁵
DH25	199 ⁹⁵	\$24	175 ⁹⁵
DH30	214 ⁹⁵	\$26	188 ⁹⁵
DH34	224 ⁹⁵	\$28	196 ⁹⁵

1030 Swinney Open 10-5:30 Weekdays
PRICES GOOD THRU MAY 21 ONLY

Golf Corner By Roy Brokaw

League play begins next week

GE Golf League play is scheduled to begin the week of April 26, announced league chairman, Jack Starwalt. Here is the tournament schedule for the 1982 season:

Spring Florida Scramble Tournament, Brookwood Golf Club, Saturday, May 22.

GE Tournament, Foster Park Golf Course, Saturday, July 10.

League Championship Playoff, River Bend Golf Club, Saturday, Sept. 18.

Fall Florida Scramble Tournament, Colonial Oaks Golf Club, Oct. 2.

Anyone interested in playing in the golf leagues may contact the following league managers to find out if there are any openings: Monday

(Ladies), McMillen, Lois Perrine, Taylor St.; Brookwood, Doug Lehman, 18-4; Colonial Oaks, Mel Guillaume, 31-2; Tuesday - Foster Park, Ray Benckenstein, Taylor St.; Brookwood, Greg Delaney, 4-6; Wednesday - Brookwood, Pete Gorrill, 19-3; Foster Park, Roy Brokaw, 19-2; Thursday - Foster Park, Tom Jones, Taylor St.

Housing starts up slightly

Housing starts rose slightly for the fifth straight month in March to a seasonally adjusted annual rate of 947,000 units, the Commerce Department reported. Still, the March figure was 28 percent below the year-earlier rate of 1,318,000 units.



The GE Club volleyball championship team included: (kneeling) Bill Copeland and Charlie McCoy; (standing) Jerry Vohs, Claude Sparks, Birdie Mollet, Jim Stehlik, Mike Marks and Dave Rasawehr. The team represented Taylor Street.

Adlets

FOR SALE

AN CONVERSION UNIT, includes bed, ice box, sink. 747-6788.

DOUBLE OVEN STOVE, 5 yrs. old, \$225. 745-7448.

71 SCAMPER CAMPER, fldwn, slps 8, gas stv & oven, dbl sink, refrig. 1-726-8268.

STORAGE SHED, 10'x9', metal w-wood floor, like new, \$100 or bst offer, aft. 4 p.m. 486-4127.

LOTOTILLER, 5 HP. 493-2850.

73 CAPRI, V6, 4 spd, needs valve job. 749-4956.

Bowling

Estella Paschall of the Monday Morning Ladies League led women bowlers last week with a 589 series and a high game of 218.

In the men's leagues Ed Fischer and Lynn Covey each bowled 256, but it was Max Christensen who put it all together with a 664 series.

In memory

Herbert Frank Seslar, Antwerp, Ohio, died April 4. He was a motor assembler at GPM, Taylor Street prior to retiring in 1969.

Ethel Alexander, Berne, died April 10. She retired in 1952.

Floyd Chilcote, 459 Stadium Dr., died April 2. He was a packer for STD in Building 26-1 before he retired in 1968.

Elex calendar

- May 3 - Partizan Chapter Board meeting, 11:30 a.m., Alexander's, 3005 E. State St.
- 4 - Reservation deadline for May 10 Mother and Daughter banquet.
- 7 - Quintus Chapter Board, 9:30 a.m., El Black Rose Restaurant, 1313 W. Wash. Center Road.
- 10 - Mother and Daughter banquet, GE Club auditorium, catered by Betty Craver, 5 to 5:45 p.m. Baked chicken breast, fruit salad, baked potato, broccoli, cake, rolls and beverage. Tickets \$4.75. New Haven High School Swing Choir.
- 12 - Pen-El Chapter, 11:30 a.m., Bethany Presbyterian Church, 1616 W. Main St.
- 13 - Reservation deadline for May 20 Elex luncheon.
- 17 - Elex Executive Committee year-end

League Summary

Monday Morning Ladies		Hermetic League	
Estella Paschall (193-216)	589	Fred Hunter (255)	636
Pam Hamm (191)	537	Lynn Covey (256)	614
Virginia Fletchall (160-184)	519	John Baughan	236
Mildred Franke (214)	509	Jim Trahin	230
GE Office		Jim Melcher	220
Dan Lepper (229)	603	Emmitt Smith	218
Wayne McClure (203-244)	602	Doug Haller	214
Gil Baker	232	Small Motor	
Ralph Hill	222	Max Christensen (203-237-224)	664
Ed Hagadorn	221	Wayne Spratt (237)	629
Steve Scherer	213	Vern Doehrmann (213-237)	616
Dave Rodewald	210	Ed Fischer (256)	615
Monday Nite Ladies		Ron Cox	220
Diann Williams (203)	547	Murray Mendenhall	214
Pat Walker	516	Kirk Baker	213
Donna Quackenbush	502	John Segyde	213
Edna Woebeking	197	Arnie Oetting	211
Tuesday Afternoon Ladies		Apparatus League	
Delores Fox (206)	521	Kenny Rogers (205-214-202)	621
Margot Castro	193	Dave Dyarman	212

- dinner.
- 18 - Partizan Chapter Installation Banquet, noon, Olympia Athletic Club, 3501 Harris Road.
- 19 - El-Par Chapter, 1 p.m., Charky's, 3630 Hobson Road.
- 20 - Elex Mother and Daughter Banquet, 11:30 a.m., Olympia Athletic Club, 3501 Harris Road. Menu: Fried chicken, green salad, baked potato, sherbet, beverage. Tickets \$5.
- 21 - Quintus Chapter Installation Banquet, noon, Club Olympia, 3501 Harris Road.
- 24 - Honor-Ettes Chapter Installation Banquet, noon, Salem United Church of Christ, 2401 Lake Ave.
- 25 - Elex Club special committee to count 1982-83 officer's ballots, 7 p.m., Bldg. 18-3 Conference Room.
- 26 - El-Par Chapter Board meeting, 9 a.m., Charky's, 3630 Hobson Road.

'65 TRAVEL TRAILER, 20', good cond. 1-723-5339.

TWIN MATTRESS & BOX SPRINGS, sheets, cover, pad, \$110. 485-8562.

'79 XS400 YAMAHA, 2,500 miles, blk, exc. cond., mst sell, \$950. 422-7723.

'72 OPEL KADET, 4 cyl, 4 spd, runs good, \$750. 486-2370.

BUMPER POOL TABLE, slate; fish & ski boat, Glastron, fully equip. 747-0241.

DAVENPORT, loveseat, chair, 3 pcs., matching bwn pld, exc. cond. 484-0107.

KIRBY SWEEPER; antique vanity, misc. 749-2227.

DAVENPORT, 80", dk grn, good cond., \$50. 489-3310.

CB BEAM THREE ELEMENT, 13 lbs., \$45. 747-5606.

DAVENPORT, grn, good. 749-5956.

'77 MERCURY COMET, 6 cyl, 2 dr. 486-2535.

'71 VW SQUAREBACK, low miles, good cond. 445-7473.

CAMPER on lot at Indian Lake campgrounds, slps 6, cheap, aft. 4:30 p.m. 422-9369.

'80 BOBCAT, 4 cyl, ps, pb, auto, stereo, sunroof, 21,000 miles. 1-692-6258.

JAPANESE SHRUBS, 16"-22"; 4 cemetery lots. 747-4420.

NEW SEWING MATERIAL, yard goods, cheap. 745-7827.

MEDITERRANEAN STYLE COUCH, avoc., slightly used, \$25. 639-6813.

14' GLASS LONE STAR BOAT, \$200; 14' Sea Maid, \$150. 693-2236.

'72 DODGE COACHMAN MOTOR HOME, 20', slps 4-6, loaded, exc. cond., 10,000 miles. 426-2322.

'77 HILLCREST MOBILE HOME, 70'x14', 3 bdrms, 1 1/2 baths, central air. 478-1154.

'73 BMW 750 CC WINDJAMMER, rack & bags, \$1,500. 1-419-263-2909.

CALVES, 9, ready for pasture, any number. 1-824-2899.

'79 PARKWOOD, 14'x70', cost \$20,000, sell for balance, \$13,000, Ossian. 622-7023.

'79 REDMAN MOBILE HOME, 3 bdrms, skirting, shed. 489-6914.

VW ENGINES: 2, 40 HP; 1, 60 HP; 2 transaxles. 625-3323.

WANTED

HOUSE TRAILER or 12" wheels & axles. 636-7264.

SPARE WHEEL FOR SNOWMOBILE TRAILER, 9" rim, 4 screw pattern, 18.5x8.5-8 tire. 485-8661.

LIONEL & American Flyer trains, any cond., aft. 5 p.m. 1-724-8011.

SNOW DISC, metal or plastic, any cond. 440-0764.

USED GLIDER PATIO SWING. 747-6264.

FOR RENT

FLORIDA COTTAGE, wk or mos., furn., by golf course & beaches. 627-3431.

HOUSE, one bdrm, kitchen furn., carpet, no pets. 483-1455.

SERVICE

REROOFING & roof repair, licensed, insured. 432-5324.

WILL CLEAN, house, apt., experienced, refs. 747-5531.

CONCRETE CONSTRUCTION, garage construction, licensed, ins., eves. 446-5643.

SMALL ENGINE PARTS & SERVICE, spring special on tune up. 447-9154.

SPRAYED TEXTURED CEILINGS, drywall, general contracting. 456-3848.

GARDENS & LAWNS ROTOTILLED, free estimates. 422-6997.

LANDSCAPE DESIGN & installation. 745-7056.

FREE

SWING SET w-slide, good cond. except for swing seats. 672-3992.

*ADLETS

GE NEWS BLDG. 18-3

NO ADS TAKEN BY PHONE

INDICATE TYPE OF AD HERE:

- | | |
|-------------------------------------|---|
| <input type="checkbox"/> For Sale * | <input type="checkbox"/> Ride Wanted |
| <input type="checkbox"/> Wanted | <input type="checkbox"/> Riders Wanted |
| <input type="checkbox"/> For Rent * | <input type="checkbox"/> Lost |
| <input type="checkbox"/> Free | <input type="checkbox"/> Found <input type="checkbox"/> Service |

(PLEASE PRINT NEATLY)

Ads must be received only on this form by noon Monday for publication Friday. You may submit only one adlet per issue of the **GE News**. No more than 40 letters per Adlet, please. Print phone number only on line indicated below. Property advertised must be available without regard to race, creed, national origin or sex.

Name _____

Address _____ City _____

Home Phone _____ Bldg. _____

* The item(s) referred to in this ad are in no way connected with any business venture

Signature _____

Meehan receives new assignment



Jim Meehan will take over his new assignment May 3.

GPM General Manager Jim Meehan has been appointed general manager of the Automated Systems Department effective May 3.

He will report to Donald K. Grier, senior vice president and group executive of the Industrial Electronics Business Group.

In his new assignment Meehan will be responsible for establishing GE as a major supplier to worldwide markets of computer controlled manufacturing systems.

Meehan joined GE in 1964 and graduated from the Manufacturing Management Program. He has extensive manufacturing and marketing experience in the company's semiconductor and motor businesses.

GE helps energize World's Fair, sponsors 'Up With People' show

GE employees and retirees who visit the 1982 World's Fair in Knoxville, Tenn., this summer may want to take in the GE-sponsored, "Up With People" show.

An important objective of GE's participation in the fair is to call attention to GE's contributions to progress and to build positive attitudes toward GE products.

The GE show opens Saturday, June 19, and runs through Sunday, Sept. 12. The fair itself opens May 1 and runs until the end of October.

During the 12-week engagement, "Up With People" will perform daily at the State of Tennessee Amphitheater, and six nights a week, excluding Sunday, at Ameri-

ca's Electric Energy Exhibit Pavilion.

In addition, the internationally acclaimed "Up With People" will be the major entertainment feature at the series of "National Day" functions at the fair's Court of Flags. These ceremonies will pay tribute to fair exhibitors.

GE also is joining other corporations and organizations from the electric utility and energy industry in special pavilion exhibit.

The electric energy exhibit's design will represent the entire cross section of utilities, associations and businesses that work together to produce electricity and products that depend on electricity.

Negotiations

Continued from Page 1.

very solid and among the best in American industry. When we added the dental coverage in 1979, we filled in the last real gap. I expect we'll have a lot of discussion about the different benefit plans, but you have to remember that even minor improvements can be very costly nowadays.

GE NEWS: On the eve of negotiations, what's your biggest concern?

ANGELL: It's that people may have unrealistic expectations about what can be achieved in our 1982 bargaining. I've been going around the

company meeting with our top managers. They tell me two things: they want to see a contract that is fair to their employees, and they don't want to add unnecessarily to their costs because it's so difficult to absorb them.

I hope this strikes a note of realism for GE News readers. American industry just cannot continue to pile on new costs without getting offsetting savings somewhere. Our nation is not an island and most of our GE businesses have to compete in the world market, not just the United States. More than 45,000 GE jobs in this country depend upon overseas sales right now. We're going head to head with the Germans, the Dutch, the Japanese, and others all around the world.

When the company and the unions come away

from the bargaining table in June, it will have to be with a package that meets both employee needs and company needs. Otherwise we will have failed. That's why I think these negotiations are going to be tough. It's important that everyone understands and recognizes how difficult but necessary it will be to find satisfactory compromises on some very complicated issues.

If there is one lesson I hope we've learned in the last 10 years, it's that when you have genuine bargaining, you end up with a good contract and everyone wins. I know almost everyone who will be on the union side of the table, and I have a great deal of respect for their ability and integrity. I think we'll work out a satisfactory contract again in 1982.

Dot Thompson, mother of four, goes back to school

How does a working mother of four school-age children find the time and money to go back to school herself?

Dot Thompson, circuit board assembler for Computer Power Supply in Building 26-2, found the answers through her GE job.

"I took Zone VIII Training through GE last summer and that was a whole new beginning for me," says Dot.

Once she got a taste of what going back to college was like, Dot kept going. She enrolled in an advanced machining course at Ivy Tech. Since then she has changed course and attends a computer keypunch class two nights a week.

"Because of the economy, there just aren't many machine-type jobs available right now," notes Dot. "But I figure that computers will be big in the future."

Thankful for family support

With four boys at home ages 5 to 17, and the economy in a downturn, Dot didn't have the cash to go back to school. But she soon learned how to put her GE benefits to work solving that problem.

"Mearv Ruhl (specialist in personnel administration) helped me a lot," she says.



Dot Thompson tells how she uses S&SP together with IDP tuition refunds to finance her education.

Since Dot is in the Savings and Security Program, she can withdraw what she needs to pay for educational expenses without losing her company matching payments.

"That gives me the money I need up front to pay for tuition and books. Then when I pass the course, GE will reimburse me for my tuition through IDP (Individual Development Program)," says Dot.

"The important part is that I can withdraw my savings without forfeiting the company

'With the GE benefits that are available, there's no excuse not to get the training you need for a better job.'

portion. These benefits are keeping me in school."

In 1980, Dot used her S&SP savings to help put a down payment on their house.

"I started saving in 1967, and I had a substantial amount saved up. I was tickled to death that I could withdraw money to help us buy our house and I didn't have to give up the company match then either."

Dot says her supervisor and family have encouraged her in her educational endeavor. Her husband is in sales, and a lot of his positive thinking has rubbed off on her, she notes.

"My kids are proud of me going to school, too," she adds.

She said she was the only woman in her advanced machining class, but the students helped her a lot.

"I'd like to encourage other women and mothers to take advantage of the opportunities they have to obtain a better job. I think GE is concerned about me and other people who work in the factory."

"Really, with the GE benefits that are available, there's no excuse not to get the training you need for a better job."

"I just hope the economy picks up so people like me who want to improve themselves will have jobs to go to," Dot adds.

"For me, this is the chance of a lifetime."



profiles in change

General Electric News

APRIL 30, 1982

FORT WAYNE, INDIANA

VOLUME 64, NO. 17

GPM quality circle helps others get rolling

Quality circles, which started at GPM, Winter Street, and spread to GPM, Broadway, among hourly employees, are now springing up in the ranks of salaried exempt and nonexempt employees as well.

Last month, salaried employees who are just starting four quality circles at SMD, drew upon the knowledge and experience of GPM's DC Quality Through Teamwork circle.

Members told about their frustrations and accomplishments and gave their salaried counterparts some practical advice on how to get things done. At one point, the DC circle drew spontaneous applause when they described how they licked a problem involving excess paperwork.

John Moor, quality circle leader, noted that the circle has encountered some problems along the way; but as people become aware of what the circle is trying to accomplish and of top management's backing, those problems are dwindling.

"The first project we tackled was the problem of endplay in our DC

motors," circle member **Harold DeLong** explained. "We did some brainstorming to generate ideas, then went through a cause-and-effect analysis to determine what the causes might be."

Circle redesigned gauges

"We redesigned our current end-play gauges," explained **Gary Bowersock**. "We also developed a new instruction sheet and are ready to see if our ideas will work. If they don't, we'll go to our next probable cause."

Linda Christ said the benefits of reducing endplay are many. "We will spend less time on repair, less on rehandling and rerouting motors, and improve our promises kept. We also think that if we have good equipment, employee attitudes toward quality will be better."

The circle presented their proposal to GPM managers and received an allotment of \$1,500 for endplay gauges to try out their solution.

Solving customer complaints

The circle's second project resulted from a customer complaint



Howard Marsh (far left) demonstrates the use of endplay gauges designed by the GPM Broadway quality circle known as DC Quality Through Teamwork. Looking on are other members of the circle and SMD employees just beginning quality circles in their work areas.

about documents sent with each motor.

"The customer said he couldn't read the information we were sending and would we please send him an English language version," noted **Jerry Hamrick**.

The circle discovered that the "copies of copies" of instructions being sent with each motor were not

necessary in many cases since the information the customer needed was already on the motor nameplate.

The circle came up with a proposal expected to save nearly \$1,900, Hamrick said, and it too is being implemented.

See CIRCLES, Page 4.

Are you properly fitted for GE benefits?

Here in Fort Wayne, more than 4,700 employees were expected to receive their individualized Personal Share Statements today, says **Doyt Schaadt**, manager of personnel accounting and banking.

He urges employees to watch for their statements and to review them carefully when they arrive.

They can answer such important questions as:

"What is the amount of my investments under the Savings and Security Program? . . . What are my holdings under the Employee Stock Ownership Plan (ESOP)? . . . How am I covered for medical expenses? . . . How are my dependents covered? . . . What's the best possible estimate of my retirement income at normal retirement age?"

Schaadt points out that employees can use their statements to help them custom-tailor GE benefits to fit their personal needs.

Basic plans provide needed protection

"The basic plans provide the protection that each individual should have," he explains.

"The optional plans allow you to put more emphasis on particular areas of financial security that are of importance to you. So whether you are age 25, 45 or 60, the Personal Share Statement you are receiving deserves careful review."

Schaadt notes that employees with families should review their statement together.

"If you have a family, someone besides yourself needs to know the important GE benefits that can go to work if you need them — and



Carl Diehm and **Cindy Morningstar** of the group payroll office in Building 18-1 prepare Personal Share Statements for distribution to Fort Wayne employees today. Included with the statements is an updated benefits directory for use by employees.

perhaps help you decide on the optional benefits you should have."

He lists the following factors to consider in reviewing your statement:

"Consider your life insurance coverage under the GE Insurance Plan. The plan is among the best available in industry; but, as an individual, you should consider whether you should be making use of the S&SP life insurance and personal accident coverages, if you're not already enrolled.

Employees can use their Personal Share Statements to help them custom-tailor GE benefits to fit their personal needs.

" . . . Another item to consider is the life insurance coverage of your spouse or other dependents under optional plans.

"If you're within five or 10 years of retirement, give a lot of attention to the retirement benefits section of your Personal Share. Both your pay and other factors probably will change by the time retirement arrives but the figures in your statement can be helpful."

Schaadt lists these other areas for careful review:

- Your participation in the Savings and Security Program and how much you have in your holding period account . . .

- The total of your holdings now in an S&SP Retirement Option Account to increase retirement income and help defer taxes — as well as to have available for particular emergencies.

- Your disability income protection under Weekly Sickness and Accident provisions of the Insurance Plan and the benefits available under the Long Term Disability plans.

"With so much personalized information in front of us, it's a good opportunity to consider whether we should be using some of the optional plans in which we may not be participating," says Schaadt. "And it's a good opportunity to make sure someone else in the family knows the broad range of benefits available."

13 May retirees to cash in on pension . . .

Vivian L. Eggelston retires with 31 years of service. She started in sand punchings at Specialty Transformer. Her final assignment was in tying for Hermetic Motor, Building 17-3. "I would like to travel, work in my garden, raise flowers and take life easy."



Gerald "Jerry" Miller retires with 40 years of service with GE. His career started in coil winding at Specialty Transformer, Building 26-2. His final assignment was stockkeeper, STD, Building 26-5. "I had steady work, great co-workers, and I hope all stays healthy."



Harry R. Hedglin retires with 41 years of service. He started with GE in mold compounds, Plastics, Building 12-1. His final assignment was in quality control, GPM, Taylor Street. "During retirement I plan to travel some and take it one day at a time."



Edwin M. Coburn retires with 39 years of service. He started his GE career in developmental testing, Building 17-4. His final assignment was tester for SMD, Building 8-2 lab. "I thought at the time I came to GE, 'I'd like to work there.' Looking back, I'm sure it was the right place. Now I'll just sit back and do what comes naturally."



Herbert J. Rodermund retires with 40 years of service. His first assignment was stock helper at Motor Generator, Building 19-B. He was a dispatcher and material order clerk when he retired from GPM, Broadway. "I am taking one day at a time. GE benefits were excellent, and my co-workers were nice to work with."



Elizabeth L. Williams retires with 41 years of service. She started as a blueprint file clerk for GPM, Building 4-5. Her final assignment was payroll clerk, GPM, Broadway. "After retiring, I plan to travel, play golf, do volunteer work and generally enjoy life."



Stephen Sallot Jr. retires with 41 years of service. He started as an apprentice in Building 12-2 and retires as a bench machinist from HMO, Building 17. "Continuation of the GE Insurance Plan (to age 65) was a pleasant surprise to me. I plan to quit smoking and lose 20 pounds."



Stanley J. Wisniewski retires with 40 years of service. His first assignment was wedge fields, HMO, Building 17-2. His final assignment was group leader, HMO, Building 17-3. "I've enjoyed my years at GE and will miss my friends. I plan to garden, fish and do some traveling."



GE Answer Center rolls out for customers

"The Rose Bowl starts in 15 minutes and I don't understand how to hook up my video cassette recorder. Help!"

"My finicky sister-in-law is coming for dinner tonight. I'd like to cook a souffle to impress her. Can I cook one of those in my microwave?"

"The music for your new GE lighting commercial is beautiful. What's the name of the melody and who composed it?"

Questions. Questions. Imagine just picking up the phone, dialing free of charge, and getting instant answers. Now consumers can get the answers — usually immediately — to all kinds of questions through the GE Answer Center, a toll-free telephone service that gives information about GE consumer products and services. Customers can get answers, with no waiting, 24 hours a day, 7 days a week (including holidays) by dialing 1-800-626-2000.

The first of its kind offered by any U.S. appliance manufacturer, the GE Answer Center will roll out to consumers in two phases: it is available now west of the Mississippi; by July, it will be available all over the country. When fully operational, the Center is expected to handle an estimated 1 million inquiries per year.

Old-fashioned, personal attention

"All of us have something in common — we're all consumers," said Richard A. Costello, manager of GE Consumer Products Marketing Program. "And we've probably all felt let down at one time or another by the companies offering their goods and services to us."

The new GE Answer Center is a major investment that has been de-



"We sincerely try to help the people who call here," says Kathy Beck, one of the new GE Answer Center's representatives trained to answer even the most difficult consumer questions. The Center, located in Louisville, is expected to answer an estimated 1 million inquiries a year when it is fully operational.

signed to take care of that problem. Costello said, "It combines the benefits of modern information technology with the kind of personal attention earlier generations of American consumers expected and received."

The Center is located in a specially-designed facility in Louisville. It houses an advanced computer, a sophisticated telephone system, and full reference libraries. The GE computer enables the specialists to supply answers to most consumer questions — in 84 percent of the cases while the individual is on the line.

No hassles, no run-around

The Center offers one of the best guarantees around — a guaranteed response to questions. The sixty consumer information specialists and technicians have hands-on

familiarity with each of GE's more than 100 consumer product lines. Users have already expressed their satisfaction with the service since a pilot operation began a year ago.

Center Manager N. Powell Taylor said "the consumer reps are GE's front-line contact with the consumer public. They must be able to communicate the company's desire to provide service and show interest in the owner or would-be buyer of GE products."

Among the consumer reps are a former bank teller, a real estate salesperson, GE sales and service employees, and housewives.

"The one thing we all seem to share in common is a high degree of empathy," notes consumer rep Kathy Beck, a fine arts graduate and former GE kitchen designer. "We sincerely try to help the people who call here. 'Sometimes callers

are frustrated or angry. When we listen and respond, it makes a difference to them. And that's a very satisfying feeling for us."

A 148-hour training program educates the consumer reps in interpersonal communication skills, familiarization with telephone equipment, CRTs (Cathode Ray Tubes; and the GE computer's large data base. Reps also learn the inner workings and features of all GE products from hair dryers to microwave ovens to video equipment.

Dial 1-800-626-2000

Technology speeds information

The heart of the Answer Center's information system consists of twin Honeywell Level 6 minicomputers. "The data base in the Center's computer system is the largest of its kind," explained Taylor.

Callers are assured immediate access to the Answer Center service by a computerized telephone system.

Four years in the making

The Center is the culmination of nearly four years of quantitative research and planning in both consumer satisfaction and system performances. Since June 1981, the Center has been tested in Baltimore, New Orleans, Denver and Portland. Surveys in the pilot cities show that 94% of the callers to the Center expressed satisfaction with the service. Politeness, helpfulness, and accuracy of information topped the survey list as reasons for consumer satisfaction.

"In a world where technology is often blamed for being impersonal and confusing, we're using it in the GE Answer Center — to personalize and simplify," said Costello.

... Social Security

Margaret L. Wells retires with 16 years of service. Her first GE job was as a wind-er at GPM, Taylor Street. Her final assignment was transfer winder, SMD, Taylor Street.



"I've really enjoyed working at GE. Thanks to my pension plan, I am retiring one year earlier than I'd planned due to a back injury. We are retiring to a small farm to enjoy gardening, flowers, fishing and country living."

Nareda Klemm retires with 32 years of service. She started work on a wind field machine assignment for Fractional Horsepower Motor, Taylor Street. Her final assign-



ment was central stock, HMO, Building 17. "There are many beautiful people at GE, especially in Hermetic Motor, and I'm going to miss them all. I plan to do some traveling and volunteer work."

Also retiring are: **Eileen M. Brown**, 41 years of service, GPM, Broadway; **Russell A. Gebhart**, 40 years of service, GPM, Winter Street; and **Ethel Thompson**, 32 years of service, HMO.

Plan early for retirement

Employees planning to retire can avoid unnecessary delays in processing of their first checks by contacting Sharon Harter, Ext. 2745, in the pension benefits office, Building 18-1, at least three months before their retirement date.



Pension potluck May 11

Fred Crickmore, right, who retired in 1959 with 41 years of service, gives new GE pensioners some tips at the most recent pension potluck. The final potluck of the season will be May 11 at the GE Club. From left are Ray Fischbach, who plans to retire this year; Maxine Small, Arlie Greiser and Don Miller, who retired within the past year; Cecil Tarney, who retired in 1973; Hazel Rasor and Jim Lindlag, who retired in the past year.

Flood aid available

Pensioners and employees are still eligible to apply for flood relief grants and loans. Contact your employee relations or benefits office.

Adlets

FOR SALE

AIR CONDITIONERS: 5,000 BTU & 10,000 BTU units, \$50 ea. 485-2193.
'75 POP-UP CAMPER, Krown, slps 8. 447-1939.
REFRIGERATOR, wht, 5 yrs. old, \$275; stv, cprtn, 5 yrs. old, \$150. 436-1689.
LARGE LOT, W. State, \$12,000 or '81-'82 car. 426-4485.
MAN'S SUIT, 3 pc., sz. 38, trousers, etc. 745-2120.
GOLF BALLS, new, 50* ea. 745-0662.
QUARTER-TON DUMP CART, Case. 623-3184.
'74 STARCRAFT, 25 HP Johnson, trlr, entire rig, \$1,850. 486-1224.
'73 SUZUKI GT 380, ex. cond. \$650. 482-1295.
'75 MUSTANG II GHIA, AT, 4 cyl, good cond., \$1,900. 447-4751.
APARTMENT, net income, \$8,000/yr., aft. 6:30 p.m. 672-3781.
CAMPING TENT, 8'x10', ex. cond., \$75. 657-5672.

KITTEN, 7 mos., blk, neut., declwd, shots, \$15. 422-8551.
HOUSE, \$1,400 down, \$316/mo., 3 bdrms, remodeled, W. Rudisill. 744-1626.
CEMETERY LOTS, 2, Last Supper, Covington Memorial, make offer. 493-1801.
HOSPITAL BED, manual, side rails, matt., \$200; violin, case & bow. 424-6533.
UPRIGHT EXERCISER, 3 spd, reasonable. 424-0510.
NEW SCHWINN 20" STINGRAY, red & gld, save. 747-4304.
GAS FURNACE CONVERSION BURNER, 100,000 BTU. 749-4334.
SOFAS: 84" Colonial w-wood trim; 90" grn, very reas. 456-6902.
CB EQUIPMENT, like new, 40 ch GE base radio & super scanner antenna, \$100 for both. 485-8661.
COMPLETE KITCHEN: 14 wall cabinets, 12 base cabinets, all major appls., 4 chairs. 432-9874.
5 HP OUTBOARD MOTOR, Sears, just overhauled, \$75. 426-3270.
DISHWASHER, good cond., make offer. 422-6247.
RUMMAGE SALE, May 20, 21 & 22, 9-6 daily, 2603 Fillmore.

REGISTERED ARABIAN GELDING, 8 yrs. old, some tack incl., aft. 5 p.m. 485-6214.
SOLID OAK PORCH SWING w-frame, 6', ex. cond., \$50. 744-9479.
MICROWAVE TIME SAVER, Tappan, Mdl 56-1688, \$725. 426-6827.
8 HP WHEEL HORSE TRACTOR w-snow blade, good cond., new paint. 749-0222.
'72 COUGAR, PS, PB, air, AM-FM stereo. 485-0762.
'71 MOBILE HOME, 12'x50', 2 bdrms, rented lot, Cldwtr, MI. 485-8679.
SLATE BUMPER POOL TABLE, like new; fish & ski boat, Glastron, 15', fully equipt. 747-0241.
20" CHARCOAL GRILL, heavy duty, \$15. 483-7662.
BOY'S 20" BICYCLE, 5 spd, good cond. 444-8243.
15' DUO FIBERGLASS BOAT w-40 HP Johnson outboard. 1-419-965-2702.
SNOWMOBILES: '79, 440 & 340 Kawasakis, '79 trailer, 2 whl, plus covers, \$3,000; ex. cond. 824-4774.
CRAGERS, 4, 13"; 2, B50x13 tires, new, aft. 6 p.m. 639-3119.
FLEA MARKET, April 30 & May 1, Hickory Creek Dr. off Lwr Huntington Rd., Wayne-dale.
PORTABLE WASHER, Sears, ex. cond. 486-4474.
DAVENPORT, 2 chairs. 745-5235.
1 HP AIR COMPRESSOR PT SPRAYER, 2 phase, 12 gal. tank. 238-4453.

'70 MOBILE HOME, 12'x50', 2 bdrms, washer, dryer, many extras, aft. 5 p.m. 747-1376.
FIBERGLASS LAUNDRY SINK, \$10; gray bath sink w-fixtures, nice, \$20. 447-9659.
AIR CONDITIONERS: 5,000 BTU & 25,000 BTU; bsemt dehumid.; 8 bar stools. 485-1119.

WANTED

TWIN BEDS & DRESSER w-mirror. 483-1576.
CHEST OF DRAWERS, bureau or the like for bedroom. 747-4066.
LIONEL & AMERICAN FLYER TRAINS, any cond., aft. 5 p.m. 1-724-8011.
MERCURY 10 HP OUTBOARD MOTOR, running order, reasonable. 1-357-4879.
GOOD USED MEN'S 26" BICYCLE, 10 spd., before 2 p.m. 747-2969.
BAND SAW, late model, any brand, 12" or more. 432-2414.

FOR RENT

FLORIDA COTTAGE, by week or months, furn., by golf course & beaches. 627-3431.

SERVICE

REROOFING & ROOF REPAIR, licensed & insured. 432-5324.
GARDENS & LAWNS ROTO TILLED, free estimates. 422-6997.
PROFESSIONAL PHOTOGRAPHY, weddings, family portraits in your home, copy work, children, etc. 432-9753.

Bowling

John Hunnicut of the Small Motor League pulled at 658 to lead the men, and Carol Anderson of the Jack & Jill Mixed League led the women with a 547 series.

League Summary

Monday Morning Ladies			Friday Nite Ladies		
Gene Tomson (191)	509		Mary Gallacher (192)	515	
Virginia Fletcher	188		Joyce Doust	502	
Ninnie Wills	187		Jean Cook	190	
Maggie Hunter	186		Bonnie Roth	190	
Etella Paschall	182		Sandy Gorman	184	
			Bessie Shields	180	
Wednesday Afternoon Ladies			Pete & Lilie League		
Nie Fischer	546		Jan Reed (220)	530	
13-184			Elsie Oliver	201	
n Kissinger (182)	501		Ike White	226	
Barbara Shields	186				

Apparatus League		Small Motor League	
Mike Lipp	223	John Hunnicut (268)	658
Larry Brother	215	Will Doehrmann	247
Don Hoffman	211	Rick Franklin	228
Tim Slater	210	Gil Baker	225
		Dick Blair	224
		John Segyde	220
Senior Citizens		Jack & Jill Mixed	
Gertrude Snyder (190)	522	Larry Frank	218
Ester Muzzillo	519	Carl Brandt	218
Lucille Sasser	500	Ron Cox	215
Wilma Dehnert	191		
Gladys Wright	186		
Gretchen Garrett	184	Carol Anderson	547
Mary Snyder	181	(193-185)	
Milt Marks	245	Dorthea Ramsey	523
Bud Witte	233	(189-197)	
Russ Aker	229	Lora Brothers (190)	500
Jim Wright	214-202	Janie Fischer	208
Leon May	202-201-213	Jinny Wall	183
Walter Williamson	210	Betty Keister	182
Cecil Tarney	205-208-200	Bob Heath	226

In memory

Cecile Fay Hinton, 701 Ewing St., died April 4. She was a janitorial worker at STD prior to retiring in 1963.

Paul W. Lahmon, 7952 Scottwood, died April 8. He was set-up person at SMD, Building 4-1, prior to retiring in 1968.

Scott S. Click, 2025 St. Joe Blvd., died April 17. He worked at GPM before retiring in 1957.

Doyle D. Miller, 3316 S. Barr St., died April 19. He worked in factory process, STD, prior to retiring in 1967.

*ADLETS

GE NEWS BLDG. 18-3
NO ADS TAKEN BY PHONE

INDICATE TYPE OF AD HERE:

- | | |
|-------------------------------------|---|
| <input type="checkbox"/> For Sale * | <input type="checkbox"/> Ride Wanted |
| <input type="checkbox"/> Wanted | <input type="checkbox"/> Riders Wanted |
| <input type="checkbox"/> For Rent * | <input type="checkbox"/> Lost |
| <input type="checkbox"/> Free | <input type="checkbox"/> Found <input type="checkbox"/> Service |

(PLEASE PRINT NEATLY)

Ads must be received only on this form by noon Monday for publication Friday. You may submit only one adlet per issue of the **GE News**. **No more than 40 letters per Adlet, please.** Print phone number only on line indicated below. Property advertised must be available without regard to race, creed, national origin or sex.

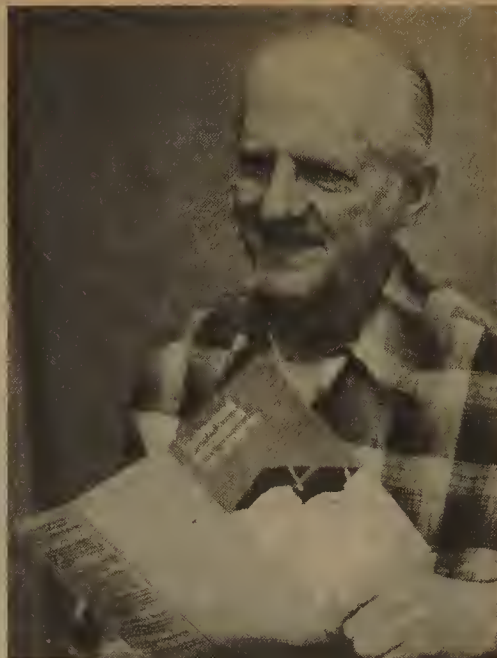
Name _____

Address _____ City _____

Home Phone _____ Bldg. _____

* The item(s) referred to in this ad are in no way connected with any business venture

Signature _____



Paul Krotke (left) and his father Fritz, who works at GPM, Broadway, secured a Guaranteed Educational Loan through GE to help finance Paul's education at Purdue University.

GELP, EELP offer HELP in paying college costs

Now is the time for employees to put together finances for sending themselves or a child to college next fall, and GE educational loan programs can help.

Paul Krotke, 20-year-old son of Fritz Krotke, who works in quality control at GPM Broadway, is one person who is benefiting from GE's Guaranteed Educational Loan Program (GELP).

Paul took out a \$2,500 loan from Chase Manhattan Bank of New York to help finance his second year at Purdue University in mechanical engineering.

\$2,500 loan at 9 percent

"The loan at only 9 percent interest is a big help," said Paul. "I'd suggest that people allow four to six months for processing, but I'd highly recommend it."

In addition to the 9 percent interest, lenders are authorized to charge student borrowers an origination fee of 5 percent of the principal amount of the loan. This happened in Paul's case. The fee of \$125 was deducted from the \$2,500 check, so Paul actually received \$2,375.

He said with interest rates as high as they are, the loan is the most economical way he has found to help pay his way through school. He does not have to begin repaying the loan until after he graduates, noted his father, Fritz, who has worked for GE over 41 years.

Fritz said employees can help avoid delays in processing such loans by completing them properly and having them notarized if instructed to do so.

Such loans are guaranteed by

United Student Aid Funds, Inc., based on a deposit made by GE. Arrangements for the loans are made by individual borrowers with participating banks. The first step in applying is to contact your employee relations representative.

Loan limits set

The loans are available to employees or their children up to \$2,500 per year for full-time undergraduate study at a post-secondary school. The loan limit for graduate study is \$5,000 per year. These loans can be used for approved two and four-year colleges, certain vocational schools and nursing schools.

To qualify, students must meet a needs test administered by the school. No interest is charged on such loans while the student is attending school and for the six months following graduation or termination of attendance.

Children of retired or deceased employees also are eligible if their parent had five years of continuous service.

EELP helps, too

The Employee Educational Loan Program (EELP) also is available to help finance post-secondary education.

Under this program a loan may be made to an employee by the company at prevailing rates of interest (currently 12½ percent) for the employee's use or child's use.

These loans are subject to the approval of the department general manager. There are limitations on the amount that can be loaned under EELP.

March prices on S&SP investments

Here is the report on the average prices for GE Stock, Mutual Fund, and Holding Period Interest Fund used under the Savings and Security Program to credit participants' accounts in March.

The Long Term Interest Fund price for the last day of the month is also shown, as well as year-to-date annual income rates for both the HP and LT Funds.

Month	Stock Price	Mutual Fund Price	Holding Period Fund YTD Annual Income Rate				Long Term Fund YTD Annual Reinvestment Income Rate	
			Price	1980	1981	1982	Price	Income Rate
January	\$58.075	\$24.957	\$10.00	11.0	13.2	16.5	\$8.95	14.7%
February	\$61.434	\$24.794	\$10.00	11.0	13.2	16.5	\$9.05	14.8%*
March	\$61.011	\$24.397	\$10.00	10.9	13.2	16.5	\$9.04	14.9%*

* At March 31, 1982, the net current yield of the long term investment portion of the fund was 14.1%.

Quality circles increase to 20

Quality circles are spreading throughout GPM and SMD operations in Fort Wayne on a voluntary basis. There are now 20 in all.

At all three Fort Wayne plant locations these groups meet regularly to identify, analyze and solve work-related problems. They focus their efforts not just on quality, but also on costs, working conditions, productivity, safety and housekeeping.

Each circle receives training in how to analyze and solve problems that they identify.

The Taylor-Winter Operation of GPM currently has 10 quality circles, and the opportunity is being offered to other areas of the operation to form additional circles.

At Winter Street, where quality circles first started in Fort Wayne in September 1980, there are eight active circles. At Taylor Street two circles have formed in the last six months, says Quality Control Manager Joe Miller.

At Broadway GPM, there are six active Quality Circles and two more areas being introduced to the concept, says Tom Coury, quality control manager.

The circles are located in the AC assembly area, DC assembly, AC stator inject area, AC rotor, AC stator white area, and AC endshield area. Employees in the contribution area and the DC stator area are being introduced to quality circles now.

At SMD, four quality circles were organized at the beginning of the year among salaried employees in Building 4. There is a circle for engineering, one in marketing, one in materials and one organized by secretaries.

The first circle organized by SMD hourly employees is in the rotor and endshield area at Taylor Street.

The circles are part of an ongoing effort to improve quality, productivity and working conditions at Fort Wayne plants.

CIRCLES

Continued from Page 1.

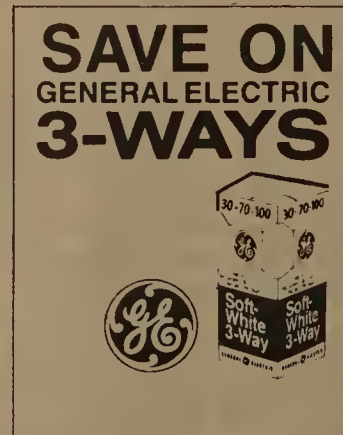
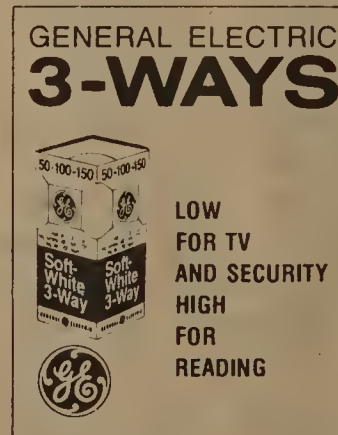
Bertha Pedersen said the circle's next project comes from fellow employees who want to know how their motors are used once they get to the customer.

"We make motors for forklift trucks, hospital elevators, computers and rapid transit speed controls," she noted. "We think employees ought to know about these products and believe people will put

more care into their motors if they know what they're building them for."

The circle has provided some of that information on its own bulletin board in the plant, but expects to do more in its next project.

Howard Marsh told the SMD employees, "Being part of this quality circle has given me more reason to put quality into my work. I've found out management really is behind our quality circle program."



Your choice only \$99 May 1 through May 21
at Your Employee Store
1030 Swinney 10-5:30 M-F

Mail, Inc.
1050 S. Anthony Blvd.
Fort Wayne, IN 46803

Address correction requested

BULK RATE
U.S. POSTAGE
PAID
FORT WAYNE, IN
Permit No. 40

(For quickest response, please mail all non-intracompany address changes directly to Mail, Inc. at the address printed above. Be sure to include both your old and new addresses indicating zip codes for each.)

PERIODICALS
RECEIVED
JUL 30 1982
ALLEN CO.
PUBLIC LIB.

INDIANA COLLECTION

General Electric News

MAY 7, 1982

FORT WAYNE, INDIANA

VOLUME 64, NO. 18

International sales: a two-way street

Motor businesses seen as foreign threat overseas

Hitachi, Panasonic, Siemens. These names are familiar to Fort Wayne GE employees as foreign competitive threats to GE domestic markets and GE jobs.

But international trade is a two-way street; and in the eyes of many companies overseas, GE is a foreign threat. GE is the largest diversified exporter of American-made products to customers in foreign countries, and Fort Wayne motor businesses contribute to this export business that helps create jobs here in the U.S.

GPM motors sold in Europe

In Western Europe, for instance, small AC motors manufactured at GPM, Broadway, are competitive against companies based in England, Scotland, Ireland, the Netherlands and Switzerland, points out Mike Novosad, GPM manager for international sales.

Broadway sells motors to Burroughs for disc-drive computer applications, to Pitney Bowes for postage stamp meters and to Frank R. Ford, a paper shredder manufacturer.

"GEC of England, I'm sure, views us as a foreign threat in these markets," says Novosad.

"We compete pretty well in Western Europe, especially when customers need motors for special applications. We have our niches — that is, small segments of the motor market where we have an edge."

In the Netherlands, GPM sells small AC motors to Rank-Xerox for copy machines. That's right in the backyard of Siemens, a world-wide competitor of GE based in West Germany.

Another German manufacturer, AEG Telefunken, finds GPM a foreign threat for business at Bennett & Saucer, a gas pump manufacturer in Switzerland.

Worldwide recession hurts sales

Novosad points out that GPM's export sales have been hurt by the worldwide recession and the strength of the U.S. dollar.

"For these reasons, we are competing pretty hard for overseas sales."

In other areas of the world, such as the Middle East and Latin America, there are few local motor manufacturers, so GPM's competition there comes mainly from U.S. manufacturers and the Japanese.

For SMD, the story is much the same.

"In Third World markets, our main competi-



Checker markers Bill Reith (left) and Al Groff load SMD export motors into a special container at Building 32-1 for shipment overseas. At right, Pat Stack, SMD warehouse supervisor, puts the seal on the special overseas container bound for a shipping port

tion comes from U.S. manufacturers," notes Neil Maller, manager of international sales. "But in a minority of cases, we are the foreign threat."

SMD sells motors in Japan

SMD, for instance, sells motors in Japan, where there is a number of large motor manufacturers, including Matsushita, Hitachi and Toshiba.

"We can compete in Japan in certain niche markets," said Maller. He defined a "niche" as "a small crevice in a market where for some reason we have some competitive advantage or the product is not freely available from a local manufacturer."

In this case it is a commercial refrigeration market for 51-frame size motors made at SMD's plant in Jonesboro, Ark.

"We also sell a few 39 frame motors for room air conditioners in Japan. This is a very special motor manufactured primarily in Springfield, Mo.," he said.

The customer? Hitachi, which does not make this particular motor, but does make the end-



in New York as a Seawheels truck driver looks on. Exports require special packing and shipping to ensure they arrive intact. Such exports provide GE Fort Wayne businesses with sales and jobs.

product, the air conditioner.

HMO sales to France are down

The Hermetic Motor Department in Fort Wayne also poses a foreign threat when the foreign exchange rate of dollars for French francs is favorable.

In the past, HMO has sold motors to Maneurop, a compressor manufacturer. Right now, the exchange rate favors French domestic motor manufacturers, so sales are off for these GE components.

Some of the other difficulties in breaking into foreign markets with U.S.-made products are the long lead times needed to ship motors overseas and the use of different electric power systems in some foreign countries.

While those things work against GE going into foreign markets, they also work against foreign manufacturers trying to break into U.S. markets.

It's a two-way street.

UE contract negotiations open this week

Negotiations for a new national contract with the International Union of Electrical Workers began in New York City this week. The current contract runs through June 27.

The opening day consisted of formal statements by each party. Full scale bargaining will begin next Tuesday, May 11.

Union President David J. Fitzmaurice said the UE will press for improvements in the cost-of-living formula and general wages, contract language, job security and union security.

William G. Angell, the company's chief negotiator, said the company will give the union's demands "our fullest attention, and we will respond

to each of them thoughtfully," but these needs must be balanced against those of the business.

Angell said the economic climate requires that negotiators for both sides face into the future with "a new sense of realism about what it takes to keep competitive, retain jobs, make them more secure, and absorb costs" by some means "other than raising prices."

Hope for peaceful settlement

The meeting was generally positive. Both Fitzmaurice and Angell predicted hard bargaining but expressed hope that a peaceful settlement could be achieved.

Where GE motor businesses are seen as foreign threat:

SMD: Japan

GPM: England
Scotland
Ireland
Netherlands
Switzerland

HMO: France

Elex members to cast ballots May 17-21

Elex Club members will elect officers for 1982-83 club year the week of May 17-21.

Ballots may be obtained by eligible voting members from the contact person in their area or from the Elex office, Building 18-3. Ballots should be returned to Alberta Malcolm in Building 19-1 so that she receives them by May 21.

The Elex Club is currently conducting its 66th membership campaign. Dues have been raised to \$5 to enable Elex to continue its many programs, such as the Sunday

Christmas program and service work in the community.

Service projects

Elex also is involved in service work with the Byron Health Center, Fort Wayne State Hospital and Training Center, Lawton Nursing Home and Parkview Memorial Hospital.

After May 31, Elex will not accept new members until May 1983 except for new employees or employees who re-engage with the company from sick leave or layoff.

President



Rhonda Gage
Taylor/Winter



Fern Fry
Bldg. 21, Dispensary

First vice president



Pam Hamm
Bldg. 26-2



Marilyn Kiel
Bldg. 4-6

Second vice president



Fran Kuzeff
Taylor St.



Ida Yahne
Winter St.

Secretary



Anita Koeneman
Winter St.



Beverly McClure
Bldg. 4-2

Trustee — vote for two



Loretta Jones
Winter St.



Clydie Kelso
Bldg. 26-3



Lucy King
Bldg. 26-2



Ann McKinney
Winter St.

Directors — vote for three



Shirley Beard
Bldg. 6-2



Sharon Dammeier
Taylor St.



Judy Dunderman
Bldg. 26-1



Janie Fischer
Bldg. 27



Betty Thompson
Taylor St.

S&SP provides 'key' to home

When Tom McGinnis and his family found the home they wanted in Columbia City, they needed money for a down payment.

Tom, an electrician in Building 19-3, Advanced Manufacturing Operation, requested a withdrawal from his Savings and Security Program April 7, and by April 17 he had a check for \$2,500.

"I was told to expect the check in about two to three weeks," said Tom. "There was no problem getting the money in time for closing."

Tom said he used his year-end Statement of Account to figure about how much he could withdraw.

"A person could also use the Personal Share Statement we received last week to figure how much they had in their account," he noted.

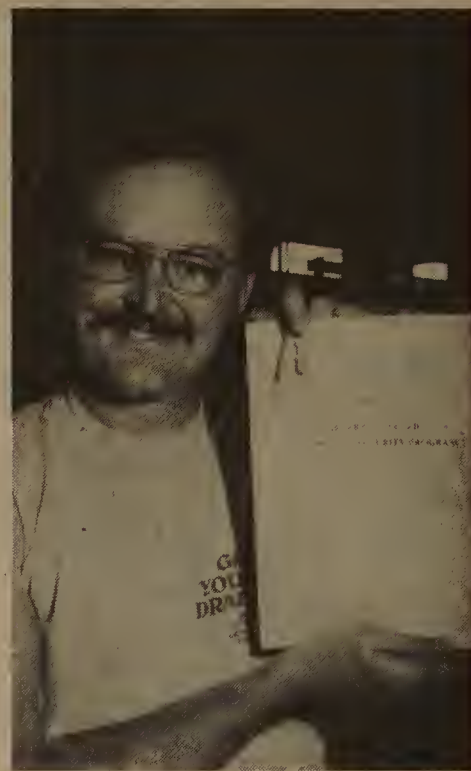
To make the withdrawal, Tom obtained the proper form through his employee relations office, filled it out and submitted it with a copy of his purchase agreement.

Taxes considered

He also made sure of the tax consequences before he made his withdrawal request.

"If you withdraw too much, your recovered investment exceeds your unrecovered investment, and you have to pay taxes on the excess amount," he explained. "That was pretty easy for me to figure since this is just my third year in S&SP and I haven't received a payout yet."

Tom plans to continue saving in



The 'key' that opened the door to Tom McGinnis's new home was the withdrawal provision of S&SP.

S&SP so when he does receive his first payout, he can continue to defer his tax liability. Since withdrawals for purchase of a primary residence do not result in forfeiture of the company matching payment, the amount the company has placed in Tom's account continues to earn interest or dividends.

Tom said his primary interest in savings through S&SP is to help finance his child's education. Still, it's nice to know you can get your savings out for such uses as buying a home, he said. "Every little bit helps."

Here's how to use savings plan for purchase of a new home

So you want to use some of your Savings and Security Program account to purchase a home.

Of course, you can always withdraw and forfeit the company matching payment, but you don't have to make that forfeiture if you follow some guidelines which the Internal Revenue Service requires for programs like S&SP. Here are the guidelines:

With prior company approval, your investments in S&SP holding periods (or in the Retirement Option Account) can be withdrawn, without losing the company's matching payment, to make a down payment on a primary residence.

The amount that can be withdrawn is limited to the amount of the down payment required by the lending institution in order for you to obtain financing.

Purchase of land does not constitute purchase of a primary residence. However, if a primary residence is later constructed on such land, the cost of the land plus the cost of the building may be considered in a withdrawal request. A house must be ready for occupancy before a withdrawal can be made; houses under construction do not qualify under this withdrawal provision.

Withdrawals can be made to purchase a single family home, mobile home, condominium, duplex or apartment of no more than four units as long as all or part of the structure is for the employee's primary residence.

Employees interested in using this feature of S&SP should contact Doyt Schaadt, manager of personnel accounting and banking, Ext. 2380.

Breakfast service to end at Bldg. 26-4

Because of the decline in breakfast sales at the West Broadway cafeteria, Building 26-4, breakfast service will no longer be provided

after May 14.

Lunch will continue to be served as usual, said John Herring, district supervisor for ARA Food Services.

Suggestion awards total \$995 for three Transformer employees

Three employees at Specialty Transformer recently received a total of \$995 in suggestion awards.

Painter earns \$630

Hershel Spencer, painter in Building 19-B for STD, received a check for \$630 for helping to eliminate an assembly problem that had existed for many years.

He suggested backing off the set screws holding the Volt Pac radiator assembly for drilling and pinning. He figured this would reduce the torque required to turn the shaft assembly.

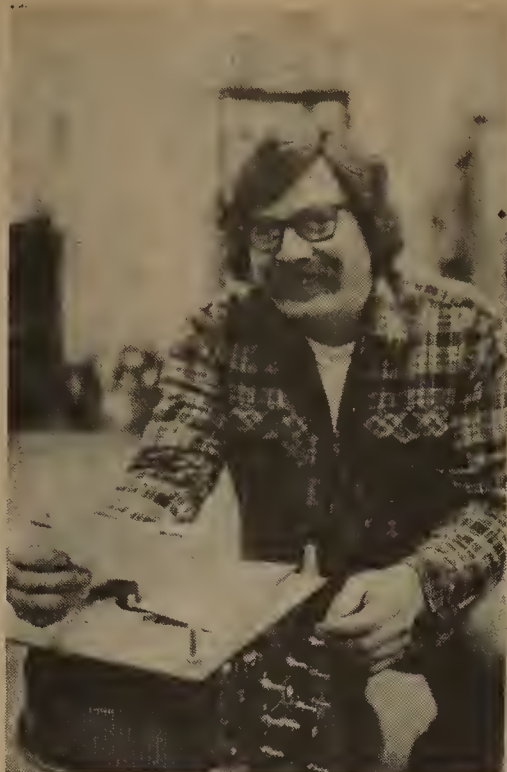
Hershel's idea was modified slightly to include complete removal of the set screws after assembly.

His suggestion greatly reduced failure rates, complaint costs, assembly time and assembly problems.

Idea saves time

James Porter, instrument technician for STD in Building 26-B, earned \$215 for his suggestion to use a standard printed circuit board for fabricating circuit boards in DC power supply test sets.

His idea reduces construction and



Hershel Spencer, \$630



James Porter, \$215



John Thurber, \$150

maintenance time.

John Thurber, coil finisher for STD in Building 19-1, suggested adding glass tape to the corners of bare coils prior to channeling. This suggestion reduces ground failures and earned John \$150.

General Electric News

Chuck Welch, Manager
John Peirce, Editor
Rex Mericle, Chief Photographer
Glorie Smith, Adlets
Betty Gildewell, Proofreader

Published weekly by the General Electric Company, an equal opportunity employer, in the interest of all GE employees and their families here. May not be reproduced in whole or part without express permission of General Electric Company.

1635 BROADWAY
PO BOX 2204
FORT WAYNE IN 46801
Phone 426-7431, Ext. 3441
(Dial Comm. *8-322-3441)

GENERAL ELECTRIC

Adlets

FOR SALE

- 78 YAMAHA** GT-80 Motorcycle, low mileage, ex. cond. \$375. 485-4700.
- 72 MAVERICK**, Part out, 6-cyl. auto. trans., two new 14" tires. 489-6223.
- 80 MERCURY** 4 hp outboard motor, ex. cond. 426-5566.
- TV**, 25" color console, Sears, \$225. 447-2026.
- AM-FM RADIO INTERCOM**, 4 spkrs. office/home, ex. cond. \$50. 424-2956.
- ROTOTILLER**, 6 hp Sears, \$100; 22-gal. RV Sewage Tote tank \$25. 622-7257.
- ANITY TOP**, new Beauty Craft, 2-sink, marbleized beige, \$75. 747-2913.
- 73 VW CONV.**, Gehl White, \$2,500. 485-1949.
- BATHTUB**, toilet, vanity, storm windows and doors. Make offer. 747-5236.
- TRACTOR**, Wheelhorse 7 hp Commando, 36" mower deck. 1-691-3394 after 5 p.m.
- 77 JEEP** CJ-7, ex. cond., 258 6-cyl, reg. gas, two tops \$3,950. Garrett 357-5036 after 3 p.m.
- GRAPES**, 1 pr child's animal print 78" w x 43 lg, ex. cond. 432-4847.

Bowling

Marla Hughes rolled a 637 series to break her own record of 625 for the women's high series this season.

LEAGUE SUMMARY

Monday Morning Ladies		Apparatus League	
Stella Wyss (203)	530	Mike Slater	233
Norma Peterson (80-200)	523	Larry Brothers	224
Cheryl Daseler (197)	517	Bill Lipp	212
Ra Bender (216)	502	Steve Scherer	212
Hoover	189	Tuesday Afternoon Ladies	
Stella Paschall	185	Marla Hughes (219-214-204)	837
Widred Franke	183	Delores Fox (190)	501
Friday Nite Ladies		Delores Benzinger	192
Jan Cook (190)	514	Jeanette Cook	190
Indy Gerdorn	511	Martha Musselman	182
Essie Shields	511	Friday Nite Taylor St.	
Artie Jones	181	Paul Long	215

In memory

Ernest A. Jones, 402 S. Walnut St., Columbia City, died April 22. He was an engine lathe operator at SMD, Bldg. 4-1, prior to retiring in 1963.

Don Huffman, 3630 Robinwood Drive, died April 28. He was a set-up punch press operator at STD, Bldg. 26-4, before retiring in 1965.

- '79 PICKUP**, Plymouth Arrow w/cap. Clean. 482-2070.
- '78 HONDA HAWK**. 432-0331 or 627-3004.
- LADY'S SUIT**, 4 pc. wine, sz 16, like new, \$10. 483-1574.
- MOTORCYCLE** KZ1000, LTD '77 like new, \$2,395 or offer. 483-2767.
- '78 KAWASAKI** 650 custom paint, chrome, extras, \$1,600. 744-3056.
- STOVE HOOD**, Miami Caren, 3-speed, like new. 749-5956.
- PONTOON**, 18 ft. fiberglass, needs some work, \$150. 447-2189 week days.
- 16' HYDRODYNE**, 75 hp Johnson, trailer, new canvas, ex. cond. 672-3126.
- TYPEWRITER**, gray Royal, std. man., pica, ex. cond., \$60; Lady Schick hard dome hair dryer, \$15. 747-3871.
- TRASH SMASHER**, Whirlpool, \$50; Piano Organ \$150; Oil furnace, \$40. 432-4793.
- RUG** 9 x 18, Rose wool sculpture with pad; RCA entertainment center, walnut. 485-1224.
- ROTOTILLER**, Briggs & Stratton motor, \$100. 432-0274.
- GAS STOVES** - 5 burner, cont. clean, \$350, 4-burner, \$175. 747-1040.
- '74 OLDS OMEGA**, 70,000 miles, looks & runs good, \$995. 637-6965.
- '80 HONDA EXPRESS**, less than 200 mi.; '80 Honda CX500 custom. 638-4596.
- RIDING MOWER**, Cadet 60, 32" cut, good cond., \$200. 485-9203.
- '74 TRAVEL TRAILER**, 26 ft. Terry, self cont., 16' awning, make offer. 493-2892.
- '76 DECK BOAT**, 19 ft. Sylvan, 165 hp, I/O, full cur. 20/20 shoreline trailer. 493-2892.
- BOAT**, 15 ft Lyman, wood, needs repair & paint. 724-8003 after 5 p.m.
- '78 FORD F150**, 4x4, 4 spd, 25,000 mi. Ziebarted, w/cap, \$4,000. 483-4540.
- AKC POODLES**. 493-1434.
- MINI MOTOR HOME**, '73 Banner, 22', very good, sleeps 5. 484-4623.
- TRACTOR MOWER**, 10 hp, 32" cut, rear dschg, ex. cond., \$300. 745-5036.
- WATER BED**, King sz, includes baffled matt., liner, heat. 747-4829.
- GOLF CART**, Bag Boy Master, like new, \$25. 744-0773.
- DAVENPORT**, 2 chairs. 745-5235.
- SOCCER SHOES**, sz 8½, good, \$7; B/B steel cleats, sz 8½, \$7, golf shoes \$5. 745-2846.

- TYPEWRITER**, man. portable, like new, \$50 firm. 483-6685.
- '74 FIAT**, 124 Sport, 38 mpg, runs good, \$875. 627-5997.
- TABLE**, porcelain top, ext. leaves, chairs. 483-0652.
- RACING GO-CART FRAME**, slicks, good cond., \$75. 489-3323.
- DECORATIVE ROD**, 53"-96", like new. 432-8644.
- SAILBOAT**, '74 Santana 21' w/trailer, main, jib, 2 anchors, lights, AM-FM stereo, 5 hp mtr. 724-8020.
- REFRIGERATOR**, \$35; '47 Cadillac, restor. or parts \$500; Pontiac engine 389, \$150. 447-5910.
- '76 CORDOBA**, PS, PB, air, make offer. 747-7981.
- AIR CONDITIONER**, window, 21,000 BTU, 230 V, \$200. 432-9726.
- COUCH**, 88", \$50; coffee table w/end storage, \$25. 485-5816.
- ALUM. TRUCK CAP**, 8', \$150. 484-1648.
- FIBERGLASS BOAT**, 15' Runabout, best offer over \$100. 747-3371.
- ANTIQUE BED & DRESSER**, 100 yr old refin., \$300 ea. pc. 432-2896.

- 4 CU. FT. REFRIG.** for college dorm. 447-1939.
- SNOW SLED**, round, any cond. 440-0764.
- LADDER** for 4 ft. pool. 747-3681.
- BASKETBALL GOAL**, post, backboard, net, all or part. 672-3629.
- SNOWMOBILE TIRE & RIM**, seller please call. Your phone no. lost. 485-8661.

SERVICES

- ROTOTILLING**, Troy equip., estimates. 447-4208.
- CONCRETE CONSTRUCTION**, garages, licenses, insured. 446-5643 eve.
- CEILINGS**, sprayed & textured; glitter, drywall, carpenter work. 456-3848.
- PROFESSIONAL PHOTOGRAPHY**, fam. portraits in your home, weddings, children, copy work. 432-9753.
- ROTOTILLING**, gardens & lawns, free est. 422-6997.
- CLEANING**, house or apt., experienced, references. 747-5531.

FREE

- TIGER CAT**, male, neutered, declawed. 484-0107.

FOUND

- RING OF KEYS**, about 3 wks ago at E. Bldg. Contact cafeteria personnel in Bldg. 8-2.

*ADLETS

GE NEWS BLDG. 18-3
NO ADS TAKEN BY PHONE

INDICATE TYPE OF AD HERE:

- ☐ For Sale * ☐ Ride Wanted
☐ Wanted ☐ Riders Wanted
☐ For Rent * ☐ Lost
☐ Free ☐ Found ☐ Service

(PLEASE PRINT NEATLY)

Ads must be received only on this form by noon Monday for publication Friday. You may submit only one adlet per issue of the **GE News**. No more than 40 letters per Adlet, please. Print phone number only on line indicated below. Property advertised must be available without regard to race, creed, national origin or sex

Name _____

Address _____ City _____

Home Phone _____ Bldg. _____

* The item(s) referred to in this ad are in no way connected with any business venture

Signature _____

Minnie Benjamin shops for answers

Is my GE medical coverage really worth \$2,510?

By Ed Stratton

How much would it cost to buy insurance coverage outside of GE that is comparable to what you have while working here?

This question is answered for most employees on their Personal Share Statement which was distributed last week.

But Minnie Benjamin dug a little further. Minnie, a connect and weld operator at Winter Street, actually called several companies to verify the accuracy of the estimates on her Personal Share Statement.

Is it really worth \$2,510?

Her Personal Share Statement said that in order to buy medical insurance comparable to her GE coverage, she would have to pay \$2,510 each year to cover herself and her family. (If you have dependent medical coverage, this estimate is based on the cost of coverage for an average size family. If you don't have dependent medical coverage, the estimate is based on cost for a single individual of your age).

In checking with Blue Cross Blue Shield of Indiana, Minnie found that the best policy she could obtain for herself and her family would cost \$1,700 per year.

"Although this figure is less than the \$2,510 which appeared on my Personal Share Statement, I found I couldn't buy outside coverage as complete as we get here at GE," said Minnie.

For example, she said that the lowest deductible that Blue Cross Blue Shield had to offer for all types of expenses was \$250 per person. The deductible for GE insurance is \$50 per person for Type B costs such as doctors' charges and prescription medicines, with a maximum of \$125 per family. There is no de-



Minnie Benjamin, connect and weld operator at GPM, Winter Street, tries to find out what it would cost her to duplicate her GE benefits through private insurance policies.

ductible for hospital or surgery expenses under the GE plan.

Minnie noted that Blue Cross Blue Shield would pay 80 percent of her expenses after the deductible is satisfied.

"GE's plan pays either 85 percent or 100 percent depending on the type of medical pro-

cedures involved," she said.

\$2,510 seems about right

She felt that because of these differences, \$2,510 "sounded about right" for an estimate of what it would cost her to obtain medical coverage identical to the GE Insurance Plan — if it could be purchased. "But at GE," noted Minnie, "not only is the coverage better than what you can buy outside, it's also free for me." Her dependent medical coverage costs her \$1.92 per week.

Minnie's Personal Share Statement also said that it would cost her approximately \$98 outside to buy term life insurance comparable to that which is provided by the GE Insurance Plan.

Under the plan, employees receive life insurance coverage in the amount of two times their annual pay, at no cost to them.

Additional insurance is available for employees and their dependents at minimal cost through the Dependent Life Insurance Plan, the Personal Accident Insurance Plan and the Savings & Security Program's insurance option.

In her attempt to find out whether this \$98 price was realistic in Fort Wayne, Minnie found that getting definitive information about life insurance can be quite difficult.

According to her, "the life insurance salespeople wanted to sell me all kinds of insurance, and they all wanted to call and visit me at home."

She concluded that one of the good things about the GE benefits package is "you know you have good coverage, so you don't have to listen to insurance people who try to worry you."

Selling U.S.-made goods abroad: GE leads and aims still higher

General Electric's recently formed General Electric Trading Company (GETC) aims at increasing still further the marketing of U.S.-made products to customers in other countries.

GE is the largest diversified exporter of American-made products to customers in other countries. In 1981, sales of GE products to other countries amounted to about \$4 billion.

The new GE Trading Company has headquarters in New York and will engage in worldwide marketing of U.S. products of other companies as well as those of GE.

George J. Stathakis, a GE vice president and president and chief executive officer of the General Electric Trading Company, points out that the new company provides "a one-stop export service" for client manufacturing companies and for GE's own businesses. GETC will rely on major segments of GE's present international marketing structure, including:

Sales offices in 55 countries . . . over 700 distributors and sales representatives in 140 countries . . . more than 120 affiliated companies in 45 countries . . . service shops in

63 countries . . . countertrade experience in 18 countries.

The new trading company will concentrate on exports to areas with high growth potential, including the Middle East, Africa, Latin America and Southeast Asia.

"Selected countries in each of these regions are likely to achieve average annual growth rates of more than 15 percent in the next decade," said Stathakis.

"Many small to medium-sized U.S. exporters and potential exporters face difficulty in tapping these large markets because they have no marketing structure capable of reaching these customers. We have a proven structure in place," he said.

"This new company will be responsive to the nation's need to improve its balance of payments position," said Stathakis.

"It will help stimulate U.S. exports and the U.S. economy by making available to U.S. industry a full range of proven export skills and a worldwide sales network.

"It should encourage many companies to intensify their export activities and others to enter export markets for the first time."

Only 50 to sell!

Full Power, 40-Channel 2-Way Citizens Band Radio system* for emergencies or information

HELP! is ready and waiting... when you need it:

- To get assistance
- To get travel information
- To get gas information

The complete system stores neatly hidden in your car or in the trunk, like emergency flares. When you need it, a simple set-up helps you get on the air quickly.

1. Fully extend magnetic antenna and place on car roof. 2. Plug adapter into cigarette lighter. 3. Turn volume switch "on." Select channel. Press orange bar and request assistance or information. Release bar and listen for reply.

*The GE HELP! system includes a full performance extendable magnetic-base antenna, cigarette lighter power adapter, full power 40-Channel Mobile CB Transceiver and a rugged travel case.

3-5900E \$54⁴⁴
AT YOUR EMPLOYEE STORE
1030 Swinney 10-5:30 M-F

General Electric News

No general upturn at STD, but there are bright spots

"Our markets may be down because of the recession, but there is still a market out there, and we are aggressively taking action to get our unfair share of it," says Ron Clark, manager of marketing at Specialty Transformer Department.

Overall, STD's sales are down compared to last year and are not expected to turn upward until 1983. But STD is not sitting on its hands waiting for things to get better.

STD is launching new products in small but growing markets, targeting key customers for more sales of traditional products, and conducting motivational programs to encourage field sales organizations to push STD products.

Service very important

"The selling equation is the same in a recession," says Clark. "The right distribution system for delivery, the right price and a quality product are the keys to being successful. The recession just makes these factors even more important."

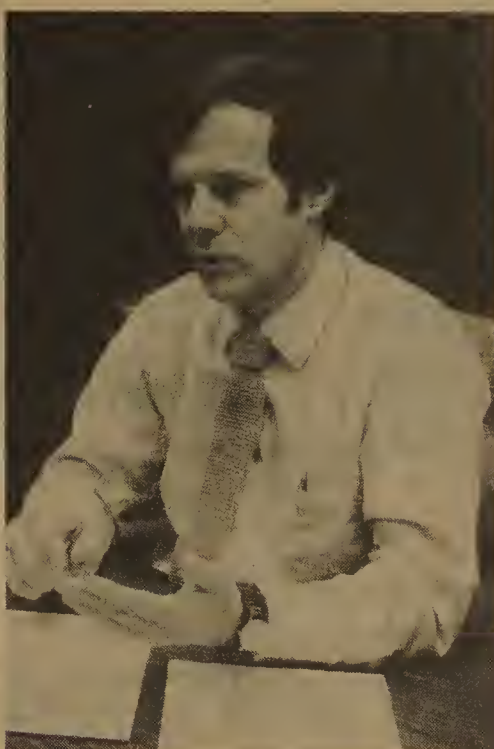
STD is competing for a bigger share of a soft market in many product lines. Its competitors include Westinghouse; General Signal, which owns Hevi-Duty Electric and Sola Electric; Square D; Acme Electric; Jefferson Electric; and GTE Sylvania.

"Service is especially important



Ron Clark, marketing manager, demonstrates the use of STD's fastest growing new product, the line conditioner (left). He points out, however, that STD orders overall are soft.

with the market down because our competitors have excess capacity and can deliver orders in a short time," Clark notes. "Oftentimes we run up against competition that has the right delivery and price, but not GE quality, so the customer buys our product. Once you have quality problems with a customer, it's tough to get orders back."



In general, the markets for STD products are driven by two factors, the non-residential construction market and demand for producers' durable equipment.

STD products serve Fort Wayne

In the non-residential market, STD sells dry-type transformers for hospitals, schools and office build-

'Service is especially important with the market down...'

ings. STD transformers can be found, for instance, in Fort Wayne's Parkview Hospital and the new Summit Square building downtown.

Right now, however, communities are not building schools or hospitals because high interest rates make the costs too high. And businesses are not building many new facilities for the same reason. That's why STD's transformer business is down this year.

Orders for voltage regulators and transformers for industrial machines, like the numerical-controlled machines in GE factories, have been down throughout the industry this year. But STD's orders have held up well through the first four months of 1982.

The "specials" part of STD's business has been fairly strong because of STD's ability to respond with specialized products on short lead times.

However, standard models normally purchased by distributors to stock for ultimate users are down.

See TRANSFORMER, Page 2.

New GE phone numbers published

The new General Electric telephone numbers are listed in the General Telephone city directories being distributed this month, but those new numbers will not go into effect until July 17.

That's the date scheduled for cut-over to GE's new \$1.9 million digital telephone system. After the switch, each GE telephone may be reached directly from outside the plant, without the caller going through the GE operator.

A new internal directory will be issued in July during training sessions. All salaried and certain hourly employees will receive 1½ hours of instruction July 8-16 on how to use the new system. Those employees will be notified in June of the times they are to report for training.

In addition, a communication leader for each work group will receive 1½ days of training so they will be qualified to assist people in their areas.

"We're running on schedule. Installation of the new switching system is nearly complete, and testing of the new system is progressing well," says Jim Brenock, who is in



charge of the new system.

"The only problem is that we had to quit making programming changes last month so that we could begin testing the system. We will not be able to make additional programming changes until after Aug. 9.

"With so many people changing jobs and telephone stations, we realize this may create some confusion during the start-up phase. All we can do is ask employees affected by these changes to be patient until we have a chance to catch up after Aug. 9," says Brenock.

GE is purchasing the new system to improve company communications, cut costs and improve productivity of those who use the phones.

Momot named GPM general manager

David E. Momot has been named general manager of the General Purpose Motor Department headquartered in Fort Wayne. His appointment was announced this week by Bill Fenoglio, vice president and general manager of the Component Motor Division and is effective June 1.

Momot moves to his new position from Philadelphia, where he has been general manager of the Re-entry Systems Product Department of the Re-entry Systems Division.

A native of New York state, Momot joined the company in 1959 on the Manufacturing Training Program. He held manufacturing engineering and manufacturing management assignments prior to being named manufacturing manager for the Vertical Motor Products Section, San Jose, Calif., in 1972.

In 1975 he was named manager of manufacturing for the Armament Systems Department in Burlington, Vt. He moved to his present assignment in March



David Momot comes to GPM from Re-entry Systems Division.

1980.

Momot received a bachelor's degree from the State University of New York Maritime College in 1959. In 1971 he graduated from Union College with a master of science degree in industrial administration.



Seated on a chair, Jerry Nahrwold uses a specially-made hook to pull endshields within reach.



Jerry then uses a screwdriver to pry out "slugs" wedged in the endshields at Winter Street.



General Foreman Harold Fremion watches Jerry use a custom-made step to get onto the sweeper.

32-year employee works around 'handicap'

A few minor job modifications keep Jerry Nahrwold working

Crippled by polio at age 2, Jerry Nahrwold has spent his entire 32 years at GE on crutches.

As the recent downturn developed, Jerry found himself facing a lack-of-work on his sit-down job as a V&O punch press operator at Winter Street. Plant Relations Manager Willie French said, "We knew as soon as the work situation necessitated giving Jerry his notice that we had a tough problem to solve — how to keep Jerry working."

As the placement process got under way, Jerry admitted, "I was a little worried they were going to try to ship me across town. It's much more convenient for me to work here."

General Foreman Harold Fremion worked with French and John Stet-

ler, Winter Street griever, to determine what work was available that Jerry could do.

By making a few accommodations, the company was able to place Jerry on a combination job. Jerry spends his mornings deburring rotors and his afternoons removing slugs trapped in the endshields after they're removed from the vibratory finishing machine. The last hour before he goes home, Jerry runs the motorized floor sweeper through all the main aisles at Winter Street.

Accommodations Made

Jerry found that the endshield job was fine — until he got near the bottom of the baskets and couldn't reach the last few endshields. A hand-held hook made by Winter Street maintenance now lets Jerry

pick up those endshields.

Another minor adjustment was made at the rotor deburring work station.

"The rubber floor mat was kind of woven — like an outdoor mat — with holes in it," said Jerry. To be sure that my crutches didn't get caught in the holes, they put down a solid mat."

Jerry anticipated no trouble driving the sweeper since he's able to drive his own car, but a problem arose when he tried to get on it.

"My supervisor suggested they put a box next to its parking place so I could get up on it," said Jerry. "Then Maintenance Leader Jerry Hood asked if I ever needed to get off the sweeper in the shop — and he

got the folding step (see photo) put on it.

"In past years when I got my notice, I always ended up on hand placing — which I can't make out on. This is the first time GE went out of their way so I could keep working."

Sees more on new job

"I'm pleased with the new job," said Jerry. "I see more of this shop in one day riding the sweeper than I saw in all 28 years I've been out here."

How long does he want to stay on the job? "I'd ride this sweeper all day if I could," said Jerry, "but the first thing I did after I got my notice was put my JUMP card in to get my old job back. This doesn't pay like piecework did!"

—Transformer—

Continued from Page 1.

Clark explained that distributors are wary of carrying too much inventory because of the high interest rates.

STD's sales of large integral distribution centers are doing well. Two weeks ago, for instance, Transformer won a \$100,000 order for a large distribution center because of its promise to deliver the product on a shorter-than normal lead time.

"This is for an oil company to whom time is money because of its large investment in equipment," says Clark. "We sell transformers for use on oil rigs. This market is down in 1982, but still sizeable."

"I think this shows that even though many of our markets are down, we can help ourselves by providing high quality products to our customers on time and at a price that is competitive in the marketplace."

Company stresses affirmative action for handicapped

"Disabilities play no favorites," says Cal Keys, manager of GE's affirmative action programs here in Fort Wayne. "A disability can happen to any of us at any time — before, during or after birth."

In the following interview with the GE News, Keys explains GE's policies and actions taken to insure equal employment opportunities for handicapped persons.

GE NEWS: Since you are responsible for writing and implementing our affirmative action programs for the handicapped here in Fort Wayne, just what is our policy?

KEYS: It is our policy that there shall be no discrimination in the areas of hiring, promotion, layoffs, transfers, rates of pay and other personnel practices on the basis of handicap. We define a handicapped person as one who has or is considered to have a mental or physical impairment that substantially

limits a major life activity, such as employment.

GE NEWS: What has been done in GE at Fort Wayne to make sure this policy is carried out?

During 1981 we conducted awareness seminars for our managers and supervisors so that they understand our policy and programs regarding the handicapped. We are planning follow-up seminars for later this year.

Another thing we are doing is reviewing our process concerning medical restrictions. We want to make sure that we don't automatically screen out qualified employees with medical restrictions who may be able to do a job they've applied for.

Some of the more visible things we have done to insure access for the handicapped at our plants include special parking places, a ramp to the employment office, prominent signs

indicating entrances and exits for the handicapped as well as phones, drinking fountains and restroom facilities.

What a lot of people may not see are the job modifications and effort to provide reasonable accommodations for handicapped persons who work in our plants and offices. We make every attempt to match employees with jobs.

We also make sure that employees and the community know about our policies and procedures. We keep organizations such as the State Employment Service and handicapped associations informed annually.

GE NEWS: Where can employees or other interested persons go to find out more about GE's policies toward the handicapped?

KEYS: The written Affirmative Action Program is updated annually on Feb. 1. It can be reviewed in Building 21 from 8 a.m. to 4:30 p.m.

Golf Corner By Roy Brokaw

Mike Buffink scores his first eagle

Highlights Around the Leagues: All leagues were playing last week except the Wednesday Brookwood League (AMO) which will start this week. A few leagues have already been in action several weeks.

Mel Guillaume and Roy Brokaw set the early season pace with one-over par 37's at Colonial Oaks, and **Lois Perrine** had a 45 at McMillen Park.

The scores reported so far have been better than normal for this early in the season because the weather has been mild and dry with very little wind.

Men's Golf League Low Scores: Mel Guillaume 37, Roy Brokaw 37, Eben Cobb 39 (2), Kathleen Murphy 39.

Ladies Golf League Results: Low scores - Lois Perrine 45, Barbara Pritchard 49. Low putts - Lois Perrine with 15. Karen Morrow and Kate Briegel won their nine hole "Best Poker Hand" event and Lois Perrine chipped in on hole 17 at McMillen for a birdie.

Eagle: Mike Buffink was hole high in two shots on the par five eighth hole at Foster Park. He chip-

ped in the hole from 30 feet for an eagle 3! This was the first eagle Mike ever recorded.

Birdies: Mel Guillaume (3), Roy Brokaw (3), Chas Elder (2), Jerry Gottschalk (2), Dick Hensler (2), Kaheen Murphy (2), Don Stauffer, Morrell Travis, Mike Buffink, Len Knecht, Sol London, Dick Wells, Eben Cobb, Clovis Linkous, Dick Mills, Jim Witzigreuter, Thurm Hobson, Gary Pickett, Larry Shindeldecker, Don Bell, Virgil Hiatt, Warren Wickliffe, Duke Lively, Jack Jennings.

Sandbagger of the Week: Jack Jennings 47, 13 strokes under his average.

Putter of the Week: Thurm Hobson, 11 putts, including seven one-putt greens. Wow!

Did You Know about the duffer who was bragging about his first hole-in-one? In this case, he meant getting to the first hole with the same ball he started with.

Spring Scramble

A four man Florida scramble is slated for Brookwood, May 22. If interested, reserve tee times through Jack Starwalt, Ext. 2835.



Glen Yoh, \$265



Sharon Magginnis, \$280

Power Supply employees earn total of \$545 in suggestion awards

Sharon Magginnis, tester for Power Supply in Building 26-5, received a suggestion award of \$280 for her contribution to improved quality and reduced customer complaints. Her suggestion was to burn-in test units after the compound

pour and prior to final test.

Reduces test time

Glen Yoh, development technician, Building 26-B, Power Supply, modified a functional test to reduce test time and cut down on invalid rejects. He received a check for \$265.

Adlets

FOR SALE

RES, 2, H78-15, good cond., \$40, aft. 5 p.m. 489-5144.

ADIES' GOLF WOODS, Wilson K-28, 1, 3, 5, like new. 1-723-5339.

RUCK CAMPER, 11½', 3/4 ton, self-contained, slps 4, \$600. 356-3993.

CHAIN LINK FENCE, 5'x8' and 7'x11' plus posts. 747-6084.

73 RUNABOUT BOAT & TRAILER, 15', less motor. 426-6852.

ADIES CLOTHES, sz. 14: pant suits, tops, etc. 432-2328.

78 YAMAHA GT 80 MOTORCYCLE, exc. cond., \$350. 485-4700.

'5" COLOR TV, \$150; '61 Cadillac, \$1,250. 422-4006.

76 TR SPITFIRE, 24,000 miles, 32 MPG hwy, 4 cyl, 4 spd., very good cond. 1-724-2583.

72 SUZUKI 500 MOTORCYCLE, blue, 8,600 miles, \$450, aft. 4:30 p.m. 1-356-7829.

73 CAMARO, mags, needs work, runs good, \$300. 627-2714.

WATER SKIS, 2 pair & ski vests, good cond. 447-9802.

DIAMOND CLUSTER RING, white gold, nvr worn. 485-1119.

'79 PLYMOUTH ARROW PICK-UP w-cap, showroom cond., must see. 482-2070.

LIAN'S 26" BIKE, coaster brakes, good cond., \$25. 483-2925.

CAMPER, folddown, ex. cond., \$600. 422-6298.

'74 TOYOTA CELICA GT, sun roof, AM-FM cass., clean, \$2,250. 627-2429.

ORAGE SALE, 5625 Woodhurst Blvd., May 13, 14, 15, 9-4 p.m.

OUSE, near Southgate, 3 bdrms, basemt, \$10,000. 447-2280.

'76 HONDA 360 ROAD BIKE, 4,300 miles, exc. cond., \$650. 723-4186.

COUCH, \$25; Waring blender, \$10. 749-0862.

HAMMOND ORGAN w-rhythm section, pecan finish, like new. 485-9724.

TWIN BED SET, complete, \$60. 357-4034.

SOFA, 7', brown, \$90; lamps, chairs; girl's bicycle, \$15. 744-9479.

GE WINDOW AIR CONDITIONER, 14,000 BTU, 115V. 426-5720.

'68 JOHNSON OUTBOARD MOTOR, 10 HP, runs good, \$175. 1-856-4440.

TRAILER ON HAMILTON LAKE, Hamilton, IN, \$1,800, call 9-5 p.m. 747-3817.

10 SPEED VARSITY BICYCLE, 10 spd LeTour; Schwinn tandem. 747-5510.

BLACK CAT, male, neutered, shots, 10 mos., \$10. 422-8551.

DECORATIVE CURTAIN ROD, 53"-96", like new. 432-8644.

18 FAMILY SORORITY RUMMAGE SALE, May 22, 9-6 p.m., 5914 Vance.

SUN LAMP, like new, w-glasses. 456-5134.

MATERNITY CLOTHES; newborn clothes. 440-0543.

PEACOCK & HEN, beautiful, \$50. 489-3404.

UNIROYAL TIRE, 1, G78x15, nvr used, reas. 625-3260.

'76 SAFE-T-MATE BOAT & TRAILER, 19', 140 HP. 657-5700.

PUSH TYPE LAWN MOWER, \$8. 745-2120.

ALUMINUM/SCREEN STORM DOOR, 36"x80", good., \$10. 745-1564.

DELUXE GE TOASTER OVEN; Farberware broiler. 447-4723.

LASER BEAM VIDEO DISC PLAYER, new, aft. 6 p.m. 484-7478.

'77 CHEVY VAN, Cozy Craft conversion; 2 RV camel-color chairs. 485-6383.

RUMMAGE SALE, May 20, 21, 22, 9-6 p.m., 2603 Fillmore.

'78 JEEP CJ7 LEVI RENEGADE, V8, 3 spd, ps, pb, exc. cond., \$5,350 firm. 432-9359.

ELECTRONIC ORGAN, dbl keyboard, 13 pedals, exc. cond, \$1,100 new, \$500 or best offer. 432-3955.

HONDA GL 1000 & Honda 350, low mileage, dressed, mint cond., aft. 5 p.m. 485-9870.

BEDROOM SUITE w-mirror, \$180; fireplace glass doors, \$25. 625-3877.

36" SIMPLICITY BROADMOOR MOWER; bicycles; antiques, misc. 639-6129.

21" COLOR TV, 3 ch. space command, 2 ch. manual tuning, Zenith. 422-7635.

BASSETT BEDROOM SUITE, qn hdboard, 5 dwr chest, nite stand. 486-4490.

HOUSE, 3 bdrms, newly remodeled, W. Rudisill, consider contract, \$29,900. 744-1626.

POWERBUILT GOLF CLUBS, 1-5 woods, 2-W irons, stiff shaft, regripped last year. 456-5275.

MOBILE HOME ON CROOKED LAKE, Angola, 12'x50', good cond. 627-2026.

AIR CONDITIONERS, 2; exercise bike; small bicycle. 426-4485.

TIRES, 4, Goodrich radial TAs on Crager whls; 2, F60x15; 2, L50x15, like new. 745-1065.

ELECTRIC DRYER, good cond., \$40; antique tub w-claw ft, reas. 444-6603.

GOOD BABY BED OR PLAYPEN, used. 747-6264.

BASKETBALL HOOP; small kitchen tbl & chairs; twin hdbards; lawnmower; window fan; ice chest. 747-5531.

CLASS "C" SAIL RIG and/or pontoons for Grumman canoe. 745-2907.

EXTERIOR DOOR, 32"x79". 422-5647.

TO RENT, conversion van for Memorial Day weekend, aft. 4 p.m. 485-5764.

FOR RENT

TWO BEDROOM HOUSE, basement, garage, reasonable. 485-4432.

FLORIDA COTTAGE, wks or mos., furn., by golf course & beaches, avail. now thru Dec. 627-3431.

THREE BEDROOM HOUSE, Auburn, new kitchen & bath, dep. & ref., no pets, aft. 4 p.m. 1-925-4054.

ONE BEDROOM APT., near GE, aft. 5:30 p.m. 672-3781.

SERVICE

CONCRETE CONSTRUCTION, garage construction, insured, eves. 446-5643.

HOUSEKEEPING; lawns. 440-2313.

GARDENS & LAWNS ROTOTILLED, free estimates. 422-6997.

PROFESSIONAL PHOTOGRAPHY, weddings, portraits, children, copy work. 432-9753.

WANTED

WOODEN SCREEN DOOR, 32"x80". 483-1225.

FRONT BUMPER & HEADLIGHT RINGS for '69 Camaro, call collect aft. 5 p.m. 1-837-6071.

LIONEL & American Flyer Trains, any cond., aft. 5 p.m. 1-724-8011.

SOFA BED. 749-1369.

*ADLETS

GE NEWS BLDG. 18-3
NO ADS TAKEN BY PHONE

INDICATE TYPE OF AD HERE:

☐ For Sale * ☐ Ride Wanted
☐ Wanted ☐ Riders Wanted
☐ For Rent * ☐ Lost
☐ Free ☐ Found ☐ Service

(PLEASE PRINT NEATLY)

Ads must be received only on this form by noon Monday for publication Friday. You may submit only one adlet per issue of the **GE News**. No more than 40 letters per Adlet, please. Print phone number only on line indicated below. Property advertised must be available without regard to race, creed, national origin or sex.

Name _____

Address _____ City _____

Home Phone _____ Bldg. _____

* The item(s) referred to in this ad are in no way connected with any business venture

Signature _____

In memory

Blanche O. Cowell, 1831 Link St., died May 1. She was a payroll clerk at GPM Taylor St. prior to retiring in 1973.

Farold E. Schuman, 1510 Huffman St., died May 4. Farold was a unit manager in STD, Bldg. 6-1, before retiring in 1974.

Robert J. Gebhart, 2105 Covington Rd., died May 3. He was supervisor, Plant Protection prior to his retirement in 1977.

Bowling

League Wrap-up

Friday Nite Ladies		No Tap Standings	
Gertie Jones (216)	523	High Team - 2880: Darlene Baker, Howard Baker,	
Mary Koontz (183)	509	Lois Hill and Ralph Hill.	
Jean Cook	189		
Myra Spillers	189		
Bessie Shields	188	Doubles High - 1598:	
Alice Jones	181	Matilda McBride and Charlie Richardson.	
Friday Nite Taylor St.			
Jim Weiks Jr.	242	Singles - 843: Mary	
Kevin Senter	238	Corkwell.	
Billy Smith	210		

Whonsetler takes advantage of IDP during layoff



Gary Whonsetler concentrates on a machine tool project at Ivy Tech.

"As long as I'm laid off, I figure I might as well spend my time going to school," says Gary Whonsetler, who was placed on lack of work from Hermetic Motor last December.

Gary is taking two courses at Ivy Tech in advanced machine processing and set-up.

"I read someplace — I think it was in *Time* magazine — that the skilled trades will be the thing to have in the future to hold jobs. A big demand is expected in the next five years or so.

"I just think it is a good thing to get into."

Gary already has an associate degree in drafting. Now he wants to put the two degrees together to improve his marketability and job security.

"It takes a long time to get a degree piecemeal," Gary notes, but at least he has some financial help.

IDP pays tuition

GE's Individual Development Program paid \$125 of his tuition last quarter for beginning machine tool courses.

"Eventually, I'd like to return to GE in

drafting or toolmaking," says Gary. "What's hurting me now is that there are other people with less seniority than me, but who have the right skills, who are still working.

"I think it makes you more layoff-free the more skills you have."

Ivy Tech classes start May 24

Registration for summer classes at Indiana Vocational Technical College (Ivy Tech) will continue next week, with classes set to begin May 24.

All full-time hourly and nonexempt salaried employees who have six months or more of service credits at the time the course is scheduled to begin are eligible to participate in the Individual Development Program.

Employees on layoff must also retain recall rights on the day the course is scheduled to begin.

Management's written approval of the school or college and of each course is required before you enroll.

But few use IDP to prepare for change

IEA provides \$343,000 in 1981 layoff income

GE's Income Extension Aid Plan and the Individual Development Program teamed up in 1981 to provide about \$360,000 in benefits to Fort Wayne GE employees affected by lack of work or seeking to improve their skills for new and different jobs.

Income Extension Aid (IEA) paid out about \$343,000 in income benefits to those affected by lack of work. IEA pays income benefits for employees with two or more years of continuous service who are laid off for lack of work.

IDP provides \$17,000

The Individual Development Program (IDP) provided educational benefits of about \$17,000 to Fort Wayne GE employees taking approved courses to prepare for the

more technical jobs of the future. IDP is available to all hourly and nonexempt employees with at least six months of service, including those on layoff.

The program is especially aimed at helping those on lack of work to update their skills or to retrain for occupations for which demand is growing. It provides 100 percent of tuition refund up to \$800 a year to cover the cost of approved courses.

The number receiving IEA benefits fluctuated during the year, depending on the state of the diverse GE businesses. Across the entire company an average of about 17,000 GE people were receiving benefits per quarter in 1981.

By contrast, relatively few employees used the available IDP educational and retraining benefits

during the year.

Last year across the company only about 1,500 people took advantage of IDP benefits during any one quarter of the year.

"That's a disappointing figure when you consider that nearly all of the people affected by lack of work are eligible and should be considering the need to update skills or learn new ones," said Doyt Schaadt, manager of personnel accounting and banking here in Fort Wayne.

IEA works hard in 1982

He added that this year, because of economic conditions, the Income Extension Aid Plan is probably working harder than ever for the benefit of GE people.

"But an economic upturn does not necessarily mean that a demand for old-line skills will grow as it has in the past. Each of us should be preparing for change and the increased

The Individual Development Program (IDP) provided educational benefits of about \$17,000 to employees taking approved courses to prepare for the more technical jobs of the future. IDP is available to all hourly and non-exempt employees with at least six months of service, including those on layoff.

need for technical skills. And for hourly and nonexempt employees the Individual Development Program can help do it."

Quarter Century outing scheduled for Sept. 11

The annual Quarter Century Club outing is scheduled for Saturday, Sept. 11, at the Memorial Coliseum.

More information coming

More information including the election ballot and reservation form will be published in future issues of the GE News.

This advance notice will give members who wish to attend an opportunity to get the date on their appointment calendars early. The attractions include renewing old friendships, meeting new friends, enjoying refreshments, lunch and perhaps winning a prize.

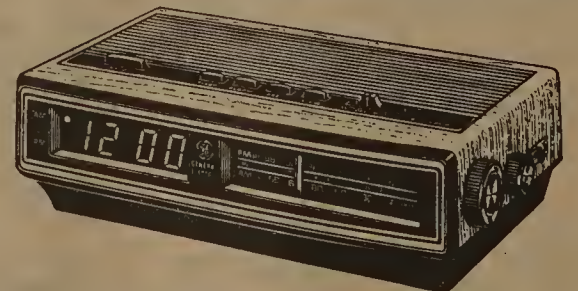
CLASS 'E' SPECIAL

SPACE SAVER



GE brings good things to life.

7-4625
Wood grain finish
on polystyrene



FM/AM Electronic Digital Clock Radio

Compact size to save nighttable space. Full clock features. Features easy-to-read, red LED electronic time display. Hi-lo adjustable brightness. Fast and slow controls for time and alarm setting. Wake-to-Music or Music with delayed Alarm. Sleep switch and Snooz-Alarm® clock. 24 hr. wake up system. Power failure indicator. Plus more.

\$20.99

YOUR EMPLOYEE STORE
1030 SWINNEY 10-5:30 M-F

BULK RATE
U.S. POSTAGE
PAID
FORT WAYNE, IN
Permit No. 40

Mail, Inc. 1050 S. Anthony Blvd.
Fort Wayne, IN 46803
Address correction requested
(For quickest response, please mail all non-intracompany address changes directly to Mail, Inc. at the address printed above. Be sure to include both your old and new addresses indicating zip codes for each.)

MAY 30 1982

General Electric News

MAY 21, 1982

FORT WAYNE, INDIANA

VOLUME 64, NO. 20

SMD's quick response wins Magic Chef orders

Last Friday, Specialty Motor Department employees at Taylor Street used fast service to turn a scheduled shutdown week into a work week for the second time in two months.

Section 15 had just announced a shutdown for the week of Memorial Day when they received a follow-up order for 3,300 motors for Magic Chef. As a result, Taylor Street employees will be working next week instead of being laid off.

It all started when they responded on short notice to Magic Chef's rush order for 2,500 motors last month.

SMD had scheduled the week of April 26-30 for shutdown because of a lack of orders, but that changed quickly on Friday, April 23.

Important for long-term

"Some of our people had plans for that week when we received the order," noted Plant Manager Otis Price. "But they readily gave up those days because they know the importance of such opportunities for the long haul."

The order came from Magic Chef for two of its plants in Ohio where it manufactures central air conditioners and furnaces. It created the equivalent of about two full days' work for Section 15.

"We turned it around pretty fast," said Max Plummer, checker-marker, as he loaded a supplemental order for Magic Chef last week. We need the business."



Checker-Marker Max Plummer loads a shipment of motors for Magic Chef at SMD, Taylor Street. "We turned it around pretty fast," he said of the rush order. Section 15's quick response won additional business from this air-conditioning manufacturer. Although the market for 39-frame motors continues to be soft, SMD employees are trying to take advantage of such short-term order opportunities.

Price praised SMD Taylor Street employees for their answer to this challenge. "We have to come through on these kinds of requests so that when the market situation improves, we'll be positioned with our customers to our best advantage," he said.

"Customers have long memories.

We want them to remember us for giving them good service."

Al Kruetzman, SMD manager of heating and air conditioning sales, said the orders are in response to relatively warm weather in the Southwest, where Magic Chef has good market strength.

"Still, we're not seeing any re-

'Still, we're not seeing any recovery in room or central air conditioning markets other than isolated instances such as this order.'

covery in room or central air conditioning markets other than isolated instances such as this order. All of our customers are maintaining low inventories because of the high interest rates and low level of new housing construction," said Kruetzman.

"We can expect to be called upon more and more to respond to other short-term order opportunities as we enter into the hotter summer months."

Most of SMD's customers in room air conditioning markets reduce their line rates and schedule shutdowns from mid-June to August, so the peak motor-ordering season is nearly over.

Central air conditioning customers, on the other hand, tend to respond to housing and construction needs and build to order, rather than maintaining a large stock of inventory. Housing starts fell in April to their lowest level since November, the government reported this week.

Report on last two weeks of negotiations**Union, company discuss wages, COLA this week**

Negotiations between the Company and the IUE resumed on Tuesday, and the week was spent discussing cost-of-living and wages.

Using charts and data, the union argued that the current cost-of-living formula did not keep its members ahead of inflation and said a higher formula and more frequent payments were desired.

Union negotiators also asked for "hefty" wage increases across the board expressed in percentage of pay, with a minimum cents-per-hour floor.

Company spokesman said that GE pay had gone up 34.4 percent during the term of the present contract, while the cost-of-living rise will be approximately 32.4 percent.

On Thursday, the Company presented data that showed that GE wages are well above the average paid in the manufacturing sector and particularly in the electrical/electronics industry. Company rep-



Collective bargaining teams representing the International Union of Electrical Workers (chaired by John Shambo) and General Electric (led by company chief negotiator Bill Angell) opened contract talks on Tuesday, May 4, at the

representatives also said that GE compensation costs — both wages and benefits — on the average are higher than those paid by other companies who make the same products that

GE makes.

Negotiations are scheduled to resume next Tuesday, with contract language on the agenda.

Last week, the discussions were

Marriott Essex House in New York City. In this opening day scene, union representatives and staff are on the left while the GE management team, researchers and other staff members are on the right. The contract runs to June 28.

focused on job security. The union presented its concerns over the impact technological change, work transfers, subcontracting and plant

See NEGOTIATIONS, Page 4.

GE helps pay for Guard duty

George Wall keeps F-4 Phantom flying at Baer Field

By Ed Stratton

Keeping an F-4 Phantom jet in top flight condition is a lot different from building transformers, says George Wall. As an assembler for STD and an aircraft mechanic with the Indiana Air National Guard, he should know.

"The F-4 pilots make training runs out of Baer Field to bombing ranges at Camp Atterbury (southeast of Indianapolis) and Camp Grayling, Mich., where they drop practice bombs at ground targets."

Works one weekend a month

They also fly west to Grissom Air Force Base, where they simulate air-to-air combat with other air crews. "My job is to make sure the plane is ready for these fights," says George. "My partner and I are responsible for the maintenance and refueling of one F-4 Phantom jet."

George joined the Guard in 1964 after four years in the Air Force. As an aircraft mechanic, he reports to Baer Field one weekend per month and works full eight hour days on Saturday and Sunday.

Once each year, he also attends a two-week training camp. "The regular summer camp is at Alpena, Mich.," says George, "but for the last couple of years I've been able to go to special low-level bombing exercises in Phoenix, Ariz."

"I really enjoy the special exercises," says George. "Not only is it a chance to get my mind off work, but I don't lose any money either."

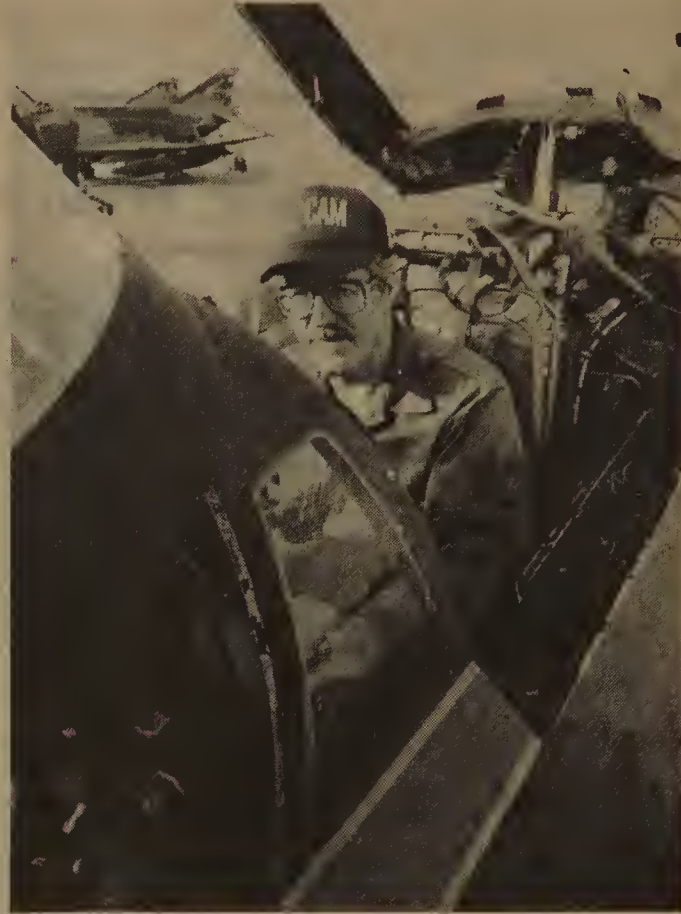
GE makes up wages

George doesn't lose any money because GE pays the difference between what he earns from the Reserves and what he would have earned by remaining at work. This differential is paid for a maximum of 17 calendar days per year for employees whose reserve duty includes annual encampments.

George's most recent encampment was this



Kneeling under the plane, George services the F-4 with oil.



Before every flight, George checks out the cockpit instrument panel.

past February. Back then he was an R-18 day-worker at Taylor Street, earning \$390 per week including his night shift bonus. While in Phoenix, the Guard paid him \$200 per 5 day week based on his service and rank. GE made up the difference — \$190 for each of the two five day weeks.

In addition, the Guard paid him another \$160 for the weekend days that he was away, George notes.

"All I do is let my foreman know a month or so

ahead of when I'll be gone, give GE a copy of my orders and then bring in my pay voucher from the Guard when I get back," says George.

It's like an extra vacation

"I really look forward to the travel. For me it's like an extra two weeks of vacation. Next year, I may get to go to Florida, but what I'd really like is to get a trip to Nellis Air Force Base — that's right next to Las Vegas!"



West Broadway employees returned from helping with flood relief efforts last March with brooms and shovels in hand. About 360 GE employees on temporary lack of work participated in the volunteer program. GE spent \$36,000 to provide bus transportation and to compensate employees for their day's work. The open letter at right expresses the city's gratitude for the assistance of GE employees.

Flood relief efforts praised

Mayor salutes GE volunteers

The letter at right was received by Bill Fenoglio, vice president and general manager of the Component Motor Division, from Fort Wayne Mayor Win Moses, Jr.

It is being reprinted here to convey to GE volunteers the city's thanks for their relief efforts following the flood of March 1982.



The City of Fort Wayne

Office of the Mayor

Mr. William Fenoglio
General Electric Company
1635 Broadway
Fort Wayne, Indiana 46804

May 7, 1982

Dear Bill,

On behalf of the City and all its flood victims, I would like to thank General Electric and the hundreds of employees whom you so generously loaned to the flood recovery efforts.

As a direct result of your company's contribution of person-power, we were able to put the Nebraska Neighborhood back into its homes. Working together with City equipment and personnel, the General Electric volunteer corps cleaned the Neighborhood Center, removed debris from yards, hauled heavy items from homes, cleaned flooded homes, and assisted the Salvation Army in packaging food. Their gift was the enthusiasm which they brought to the task. Your gift was the contribution of their time and talents. The City thanks you for both and hopes that you will convey our collective gratitude to all the GE employees who were "first on the scene" after this disaster.

There has been lots of talk lately about the responsibility of corporations to meet local needs. I don't think that we could find a better example of corporate response to local needs than the flood recovery efforts of General Electric and its fine workers. The City is fortunate to count you among its corporate citizens.

Sincerely,

Win Moses, Jr.
Mayor

Golf Corner

By Roy Brokaw

Gottschalk: 6 inches short of a double eagle

Highlights Around the Leagues: One of golf's thrills is hitting the ball close to the pin. Last week, Jerry Gottschalk reached the 506 yard par five 17th hole at Foster Park in two shots and his ball was just 6 inches short of the hole (almost a double eagle). He tapped in for a "gimme" eagle 3!

The low scoring spree continued with one over par 36's turned in by John Segyde and Mel Guillaume at Colonial Oaks and Eben Cobb at Foster Park.

Men's Golf League Low Scores:

GE to auction surplus equipment

GE will auction surplus and obsolete office furnishings, machinery, tools and other items on Sunday, June 5, at the Taylor Street salvage yard.

Gates will open at 9 a.m., and selling will begin at 10.

Employees are welcome to bid on the items.

John Segyde 36, Mel Guillaume 36, Eben Cobb 36, Jerry Gottschalk 37, Dick Colpetzer 38, 39, Bill Sutton 38, Glenn Cole 38, Warren Wickliffe 39, Don Bell 39, Terry Bashelier 39.

Ladies Golf League Results: Low gross: Ilene Emlich 48, Low net: Jean Beatty, Low putts: Jennie Holderness.

Jan Bodkin and Jennie Holderness both chipped in the hole on No. 6 and No. 4 respectively at McMillen.

Birdies: Jerry Gottschalk (2), Eben Cobb (2), Dick MacLeod (2), Dick Parlow, Frank Chandler, Chuck Welch, Don Bell, Lyle Johns, Don Alcott, Dick Colpetzer, John Segyde, Terry Howdyshell, Tom Rehner, Fred Shineman, Bill Sutton, Dick Nelson, Norm Pape, Larry Loe, Glenn Cole.

Sandbagger of the Week: Lloyd Finstad 40, 13 strokes under his average.

Putter of the Week: Steve McBride, 12 putts, including six one-putt greens.

Tickets available for World's Fair tour

There are 24 openings remaining for the Elex Club's World's Fair tour Oct. 18-24.

Sixty-six have already signed up for this tour, and the vacation Shutdown tour is already filled.

The cost is \$346.75 per person with two persons to a room. This covers transportation, six nights' lodging, two fair admissions, admission to the J. F. Lanier Home in Madison, Ind., a meal at the Old

Stables in Bardstown, Ky., and a ticket to the Lincoln Jamboree in Hodgenville, Ky., plus other events.

GE employees, retirees and their guests are invited. Contact the Elex Club office, Ext. 3555, for more information.

40 years of service



Dick Pion
GPM, Winter St.



Bill Shaffer
STD, Bldg. 26-4



Virginia Meier
STD, Bldg. 26-4



Chet Reinking
SMD, Taylor St.

Softball under way; Decatur takes lead

Picking up where they left off last season, the Decatur softball team moved into first place by winning both of its games last Wednesday.

Standings

	WON	LOST
Decatur	2	0
Thirsty Horde	1	0
Tacky Turkeys	1	0
Winter Street	0	1
Foul Balls	0	1
The Shafts	0	2

Last Week's Results

Decatur 10, Winter St. 5; Thirsty Horde 19, The Shafts 7; Tacky Turkeys 15, Foul Balls 5; Decatur 13, The Shafts 3.

Adlets

FOR SALE

- KING SIZE WATERBED** w-bfld mattress, headboard, drawers, \$800 firm. 747-4829.
- SNOWBLADE**, Western, 7 1/2'; golf clubs, Powerbilt; tires, 4, Goodrich radials, 15" TAs. 456-5275.
- DESK**, blk & chrme, like new, \$100; 20" gas range, \$30. 422-3219.
- HEEL-TYPE MOWER & LAWN SWEEPER**, self-propelled. 432-3088.
- ALUMINUM GLASS SLIDING DOOR**, thermo, exc. cond., screen incl., \$30. 489-3218.
- PARTING OUT VWs** - '71 Squareback & '71, 412, good tires. 422-7665.
- GARAGE SALE**, 5219 US 24 West, May 21, 22, 23, 11-5 p.m.
- WIN BED SETS**, 2, mattresses & box springs, good cond., \$25/set. 749-2317.
- AKESHORES ADDITION GARAGE SALE**, 806 Ardis Dr., May 22. 747-4752.
- '78 KAWASAKI KZ 400**, 7,000 miles, exc. cond., \$750. 747-2448.
- DOUBLE OVEN GAS RANGE** w-automatic controls. 484-5030.
- '67 AMC RAMBLER**, 2 dr., 6 cyl, 48,800 miles, body fair, runs good. 747-9660.
- '74 OLDS OMEGA**, 2 dr. htchback, looks & runs good, \$995. 637-6965.

- SOFA BED**, qn sz, bwn plaid. 745-7481.
- GO CART**, 7 HP Kol eng., hvy duty frame, \$275. 432-2693.
- 26" MEN'S 10 SPEED HUFFY**, deluxe, nice, aft. 4:30 p.m. 1-547-4137.
- '72 PLYMOUTH**, one owner, 4 dr., 64,000 miles, extra clean, \$695. 483-7778.
- DUNE BUGGY**, VW engine & trans. axle, sand & road tires. 637-3482.
- BEDROOM SUITE**, 3 pc., full sz, good cond., \$75. 623-6810.
- YARD SALE**, big, May 21 & 22, 10-5 p.m., 3118 & 3120 Beaver Av.
- 1908 ENRICO CARUSO RECORD**. 456-8873.
- 10 1/2' CAMPER** on Ford truck, slps 4, many extras. 1-347-3117.
- BINOCULAR**, 7x50 mdl, like new, \$9. 483-4838.
- '72 PLYMOUTH ROADRUNNER**; doghouse; rims, cheap. 432-6425.
- '71 VW BUG**, 91,000 miles, \$700. 432-3319.
- CHANDELIER**, 5 candles, china & brass, crystal globes. 744-3435.
- 8 HP WHEELHORSE 36" MOWER**, recently overhauled, exc. cond., \$800. 749-0222.
- '67 HONDA SUPER HAWK**, elec. start, new battery, 1,900 miles, \$350. 627-5997.
- OVERHEAD GARAGE DOOR** w-track, 8', good cond., aft. 6 p.m. 1-357-5367.
- DINING ROOM TABLE** & six chairs, wood, old, \$170. 749-4407.
- '75 MUSTANG**, AT, 4 cyl, exc. cond., \$1,400. 447-4751.

- GAS SPACE HEATER**, small; gas stove, Tappan. 426-7973.
- ROLL-A-WAY BED**, 4', coil springs, thick mattress. 747-5463.
- EXERCISE ROWER**, \$50. 745-2764.
- HERCULES MOUNTED SNOW TIRES**, DR78-14 or P195x75x14. 447-4723.
- TYPEWRITER**, Remington, prtbl, w-case; elec. coffee pot, skillet. 747-3871.
- '68 FAN TRAVEL TRAILER**, 16', good cond., \$1,000. 693-2962.
- '67 SKYLINE MOBILE HOME**, 2 bdrms, 12'x60', carpeted, ref., stove. 424-6531.
- '74 CHEVY HALF TON TRUCK**, PB, PS, AM-FM, needs body work, best offer. 482-1295.
- MOPED**, red, 100 miles, new cond., 49 CC, \$475. 432-6370.
- THREE SPEED BIKE**, 20" Huffy, banana seat, \$35. 484-6282.

WANTED

- 7.5 HP OUTBOARD**, Johnson, Evinrude or Mercury; 30' TV tower. 747-4304.
- PORTABLE ELECTRIC GRILL**. 484-7379.
- 28 OVERWEIGHT ADULTS** for new weight control program, inexpensive, safe, 1-5 p.m. 625-4192.
- LIONEL** & American Flyer Trains, any cond.; small boat trlr., aft. 5 p.m. 1-724-8011.

- DEHUMIDIFIER**. 485-3996.
- BASKETBALL GOAL & POLE** or adjustable pole and goal. 749-2287.
- GOOD PLAYPEN**, reasonable, aft. 4 p.m. 426-0175.
- RHUBARB**. 432-3305.
- DINETTE TABLE** w-leaf, preferably wood, 4 to 6 chairs. 749-1369.

SERVICE

- MASONRY REPAIRS**, chimneys, etc., licensed, insured. 447-1442.
- PROFESSIONAL PHOTOGRAPHY**, weddings, family, children, copy work. 432-9753.
- SPRAYED TEXTURED CEILINGS** or glitter wall design, drywall. 456-3848.
- EXPERIENCED CARPET LAYING**, reasonable rates. 493-4889.
- CHILD CARE** in my Crestwood home, any age. 483-3703.
- CONCRETE CONSTRUCTION**, repair or replace, licensed, insured, eves. 446-5643.

FOR RENT

- TWO BEDROOM HOUSE**, basement, garage, reasonable. 485-4432.
- ONE BEDROOM APT.**, upper, SW, carpeted, parking. 747-0381.

Elex June calendar

- 1 - Reservation deadline for the Elex Second Shift end-of-year banquet.
- 3 - Pen-El Chapter Board meeting, 1 p.m.; Charky's Restaurant, 1329 W. State St.
- 4 - Quintus Chapter Board meeting, 9:30 a.m., El-Black Rose Restaurant, 1313 W. Washington Center Road.
- 7 - Partizan Chapter Board meeting, 11:30 a.m., Alexander's Restaurant, 3005 E. State St.
- 7 - Elex Executive Board banquet and installation of officers, 6 p.m. social, 6:30 p.m. banquet, Lester's Party Room, 1502 Bluffton Road.
- 3 - Pen-El Chapter potluck and meeting, 11:30 a.m., Pond Pavilion, Franke Park.
- 1 - Elex second shift end-of-year banquet, 11:30 a.m. social, 12 noon banquet, Fort Wayne Hilton, 3939 Ferguson Road.
- 1 - Outgoing and incoming Elex Club officers, supper and meeting, 6 p.m., 1142 Elm

- Street, New Haven.
- 15 - Partizan Chapter potluck and meeting, 12 noon, Lakeside Park, Lake and California avenues.
- 16 - El-Par Chapter potluck and meeting, 12 noon, Lakeside Park, Lake and California avenues.
- 18 - Quintus Chapter meeting, 1 p.m., Shawnee Library, 5600 Noll Avenue.
- 28 - Honor-ettes Chapter, 1 p.m., Salem United Church of Christ, 2401 Lake Ave.

In memory

Raymond C. Swartzel, 6203 Wilmarbee Dr., died May 10. He was a quality control auditor in SMD, Bldg. 4-4, before retiring in 1970.

Kenneth H. Martin, 1033 Forest Ave., died May 9. He retired from the Fort Wayne Works in 1959.

*ADLETS

GE NEWS BLDG. 18-3
NO ADS TAKEN BY PHONE

INDICATE TYPE OF AD HERE:

- | | |
|-------------------------------------|---|
| <input type="checkbox"/> For Sale * | <input type="checkbox"/> Ride Wanted |
| <input type="checkbox"/> Wanted | <input type="checkbox"/> Riders Wanted |
| <input type="checkbox"/> For Rent * | <input type="checkbox"/> Lost |
| <input type="checkbox"/> Free | <input type="checkbox"/> Found <input type="checkbox"/> Service |

(PLEASE PRINT NEATLY)

Ads must be received only on this form by noon Monday for publication Friday. You may submit only one adlet per issue of the **GE News**. **No more than 40 letters per Adlet, please.** Print phone number only on line indicated below. Property advertised must be available without regard to race, creed, national origin or sex.

Name _____ City _____
Address _____
Home Phone _____ Bldg _____
* The item(s) referred to in this ad are in no way connected with any business venture
Signature _____

Dorothy Abbott seeks better job, security through IDP



Dorothy Abbott takes typing and math classes while on lack of work.

Dorothy Abbott was laid off from her final assembly job at Specialty Motor, Taylor Street, in December. That has happened to her before during economic downturns, and she has eventually returned to work, but this time she wondered:

"What if something happened, and I didn't get called back to GE?" That question gnawed at Dorothy Abbott until she decided to do something about it. Even though it has been over 20 years since Dorothy, now 42, graduated from high school, she decided to go back to school in March.

"I always wanted to get into another field. With the general economy and factory work shaky right now, I decided I'd give it a try."

She attends classes at Ivy Tech

She attends Indiana Vocational Technical College (Ivy Tech) three nights a week to take classes in business math and typing.

"I'd like to look into word processing and office-type work and see what the opportuni-

ties are," says Dorothy.

Although she is older than most students in her classes, she doesn't feel out of place. "There are students who are older than me in my classes," she notes.

"I've forgotten a lot over the years, and it's rough sometimes, but I'm doing all right. I think it's a good thing. I wish I had done it a long time ago."

Dorothy thinks she will be able to put her new skills to work at her church where she is treasurer and clerk.

"And if the right job comes along, I'll have the skills if needed. It's not easy, but I'd recommend going back to school to anyone who has questions about their future and wants to change."

Dorothy uses the company's Individual Development Program even though she is on lack of work. It will reimburse her tuition expenses for approved courses that she completes satisfactorily.

IEA, training allowance benefit employees on lack of work

Income Extension Aid provides employees with income benefits when they are affected by lack of work.

Who's eligible? Hourly and non-exempt salaried employees with two or more years of continuous service. There is no cost to employees.

What are the benefits? The maximum amount available is one week's pay for each full year of continuous service, plus a quarter of a week's pay for each additional quarter year of continuous service. All eligible employees have a minimum of four weeks' pay available. Benefits begin after a one-week waiting period following layoff.

How benefits are paid

Here are the ways IEA benefits can be paid if lack of work occurs:

- A weekly payment to bring federal, state and GE benefits to 60 percent of pay.

- A weekly payment of 60 percent of pay after government unemployment benefits are exhausted.

- A lump sum of any unused amount after a year on layoff.

- A lump sum on employee's request in extended layoff circumstances before a year on layoff. This early lump-sum payment, called "60-day option," breaks the employee's service so that he or she is not eligible for benefits that otherwise continue for those on lack of work — such as the GE Insurance Plan.

Are benefits restored? IEA has provisions for benefits to be automatically restored on reemployment, except in some cases where

the lump sum "60-day option" payment has been elected. Even then, there are opportunities for benefits to be restored later if repayment requirements are met.

Training allowance

Another provision of the IEA and IDP plans of interest to laid-off employees is the training allowance.

Who's eligible? Employees on layoff, who are not employed elsewhere and who are not qualified to receive government unemployment compensation because they (1) are attending school full-time, (2) do not have sufficient previous earnings credits, or (3) have exhausted their government unemployment compensation benefits.

How much does it pay? The training allowance — equal to 50 percent

of your weekly pay — will be computed according to the Income Extension Aid Plan and charge against the amount available to you under the plan.

Employees who do work elsewhere will be disqualified from receiving the training allowance for weeks in which they earn more than \$10.

How long will it last? The duration of the training allowance is based on the IEA Plan formula which provides one week of pay for each year of service. An employee with two to four years of service would be eligible for the minimum benefit of four weeks of pay. An employee with 10 years of service, who had not used any of his or her IEA eligibility, would be eligible for a allowance equal to 10 weeks of pay spread out over 20 weeks.

—Negotiations—

Continued from Page 1.

closings were having on IUE members.

The IUE bargaining committee asked for protection from job loss, where possible, and protection from the effects of job loss, where layoffs could not be avoided. They requested, among other things, advance notice, retraining for displaced workers, restrictions on subcontracting, the right to transfer with the job, changes in plant closing benefits and expanded income extension aid.

The week was mostly one of listening and asking clarifying questions for company negotiators. They did point out that the marketplace was the final decision-maker on job security, and that the pressures of worldwide competition for worldwide markets was very real and very severe. They also reminded union representatives that the company already had in place a very sound program to help relieve the distress caused by layoffs.

4-day weekend starts next Friday

Fort Wayne GE employees will take a total of \$710,000 with them on their four-day Memorial Day weekend holiday next week.

That's the estimate of pay for time not worked May 28 and 31. The long Memorial Day holiday will kick off a summer that includes four long weekends and a two-week vacation Shutdown. Most GE employees will have 14 days off without pay between now and Labor Day weekend.

The four summer holiday weekends include the two holidays next weekend, the Independence Day holiday July 5, and Labor Day, Sept. 6. There are a total of 10 paid holidays scheduled in 1982.

GE News to publish Thursday

Because of the Memorial Day holiday next week, the GE News will publish a two-page edition next Thursday, May 27. Adlets turned into the GE News office by the regular noon Monday deadline will be included in that issue.

April prices on S&SP investments

Here is the report on the average prices for GE Stock, Mutual Fund, and Holding Period Interest Fund used under the Savings and Security Program to credit participants' accounts in April.

The Long Term Interest Fund price for the last day of the month is also shown, as well as year-to-date annual income rates for both the HP and LT Funds.

Month	Stock Price	Mutual Fund Price	Holding Period Fund YTD Annual Income Rate				Long Term Fund YTD Annual Reinvestment Income Rate	
			Price	1980	1981	1982	Price	Income Rate
January	\$58.075	\$24.957	\$10.00	11.0	13.2	16.5	\$8.95	14.7%
February	\$61.434	\$24.794	\$10.00	11.0	13.2	16.5	\$9.05	14.8%
March	\$61.011	\$24.397	\$10.00	10.9	13.2	16.5	\$9.04	14.9%
April	\$64.321	\$25.404	\$10.00	10.9	13.2	16.5	\$9.19	15.0%*

* At April 30, 1982, the net current yield of the long term investment portion of the fund was 13.9%.

Housing starts drop 6.4 percent in April

Housing starts fell 6.4 percent in April to an annual rate of 881,000 units, the lowest level since November, the government reported this week.

The news provided a fresh sign that the economy is still weak. By

comparison, housing starts were at a rate of 1.5 million units in April 1981.

Some Fort Wayne GE motor businesses, most notably SMD Section 15, are closely tied to the housing market.

General Electric News

MAY 27, 1982

FORT WAYNE, INDIANA

VOLUME 64, NO. 21

Business is up in down economy

Power Supply strives for profitability

"Last year our costs exceeded our sales, so we were not profitable," Tom West, manager of the Power Supply Operation told West Broadway employees this month in informative meetings.

"But this year — even with the total economy down — our business is up, thanks to people like you."

Cost reductions help

West attributed the improved outlook to PSO's reduction of costs and to new product developments that have spurred sales to copier manufacturers. As a result, PSO's employment outlook is stable.

In 1981, Power Supply began separating itself from Specialty Transformer Department. Now it is part of the Electronic Components Division of GE and leases space from STD here in Fort Wayne. All of PSO's copier power supply manufacturing is done in Fort Wayne. Development of the computer power supply business is being done here as well.

Sales are up

"Sales of copier power supplies are up this year, but our variable manufacturing costs are up even higher. If we can get our costs down, we can generate the profits we need to finance the future development of our business," said West.

He attributed PSO's improved sales to development of new products and investments in the business to improve product quality.

"Development work we did with Kodak from 1978 to 1980 has paid off in additional sales, for example," he said. PSO also sells products to IBM, Xerox and 3M for copiers.

"In this business, you must continue to rede-



Tester Phyllis Johnson operates an in-circuit functional tester of printed circuit boards in Building 26-2. The new computerized testing system went on-line in February in the Power Supply Operation and replaces technology of the 1960s. Cecil Clancy, quality control test engineer, explains that the new equipment identifies problem areas before the boards are passed on to final assembly. "It's a lot less costly to find mistakes early in the manufacturing process," he notes. The new testing equipment cost PSO about \$127,000.

sign your products to remain competitive. Last year we invested over \$750,000 in the business. We regard it as a vote of confidence in this business that GE has allowed us to continue to invest in additional equipment this year."

West noted that GE's strategy is to continue to invest selectively in businesses that offer potential for growth.

"We are still not up to the performance we'd like to see, but the trend is in the right direction. Meeting production schedules and controlling costs are very important to this effort."

PSO reduced its salaried workforce to trim base costs and is now focusing on reducing manufacturing costs through improved materials flow and productivity investments.

Focus on inventory control

One area of emphasis is inventory control.

"We are trying to make the materials available just when they are needed and only when they are needed — with no reserve stocks," said West.

"If we carry a buffer stock of inventory, we have to finance it by borrowing money at high interest rates. We also take the chance of that inventory becoming obsolete before we even have a chance to use it."

West noted there have been some start-up problems with new people, new systems and equipment, resulting in scrap and rework, but he said he is confident the business will run more efficiently the rest of the year.

"We have the sales we need for a good year, but we need to control our costs and deliver high quality products on time to keep our customers coming back."

A 'growth' business

STD helps computer users clean up 'dirty power'

Specialty Transformer's markets may be down overall, but sales of its new power conditioning units are growing in spite of the recession.

"These products are still only a small part of our business, but there is a lot of potential for growth. It's our fastest growing business," says Marketing Manager Ron Clark.

STD's voltage stabilizers, line conditioners and noise isolation transformers all help STD customers avoid the havoc that power disturbances can cause.

Computers sensitive to 'noise'

Computers are particularly susceptible to voltage dips and power line noise.

"If you've ever turned on a vacuum cleaner while you were watching TV and seen waves on your set, you know what electrical line noise can do," says Clark.

Brief fluctuations in power that are hardly noticeable to people can disable a computer. The problem of "dirty power," as it is sometimes called, is not new, but it is becoming

more of a concern as the use of computers grows.

GE businesses here in Fort Wayne have purchased power conditioners for their computers and for numerically controlled machines — and computers will be used increasingly in factories and offices.

Product responds to need

"Our new line conditioners we came out with in August 1981 provide clean, stable power for electronic devices," Clark notes. "We have made voltage stabilizers here for years. The new line conditioners not only regulate the voltage so it is constant, but also reduce electrical line noise."

For instance, using a welder near a computer numerically controlled (CNC) machine in the shop could create enough line noise to make the CNC machine malfunction. STD's new line conditioners are designed to prevent that.

"We think this market is going to grow, and we intend to grow with it with a high quality product that is priced right," says Clark.

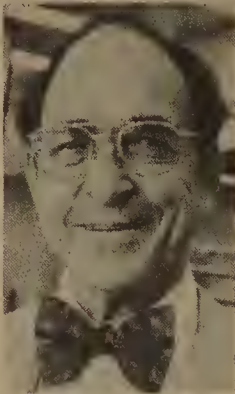


Ann Roblnette, an assembler at Specialty Transformer, puts together a line conditioner in Building 27. Although it is only a small part of STD's business, sales of these units to computer users continue to grow in spite of the recession.

40 years of service



Philip Lydy
STD, Bldg. 31-2



Sol London
GPM, Taylor St.



Adam Spieth
GPM, Bldg. 4-1



Junior Bowser
GPM, Winter St.

FAN-TASTIC BARGAINS

360° AIR FLOW FAN
BF-1 \$59⁹⁷
12" OSCILLATING FAN
OF-12 \$31⁹⁷

Your Employee Store
Closed Monday

Correction

Most GE employees will have 14 days off with pay during the summer vacation season beginning this weekend. Those days include holidays on May 28 and 31, July 5 and Sept. 6, plus 10 days during vacation Shut-down. A typographical error in last Friday's GE News read "without pay," when in fact GE businesses will pay out a total of more than \$350,000 each holiday to employees for time not worked.

Golf Corner By Roy Brokaw

Bashelier-Sykes-Parlow-Macleod win GE Club spring tourney

The team of Terry Bashelier, Gary Sykes, Dick Parlow and Dick Macleod won the year's first GE Club golf tournament. They shot a 12 under par 60 in the Florida Scramble at the Brookwood Golf Club Saturday. Second, was the team of Greg Olwine, Fred Whelchel, Scott Gray and John Morris, 61; third — Don Vires, Bill Sutton, Steve McBride and Lynn Bradtmueller, 62. Fourth — Jim Nord, Ed Edwards, Jim Walley and George Haggenjos, 63; fifth — Dwight Girod, John Baughan, Duane Leeka and Russ McClure, 64. Sixth — Al Kruetzman, John Elliott, Steve Riedel and Don Nelson, 64. Highlights of the tourney included eagle threes on the par-5 16th hole by the teams of Henry Helberg, Jerry Smith, Bill Isle and Dave Gerardot and Vires, Sutton, McBride and Bradtmueller.

The six top teams may pick up their prizes from league chairman, Jack Starwalt, on June 2. Men's Golf League Low Scores: Warren Wickliffe 36, Dick Colpetzer 37, John Segyde 39, Bill Sutton 39, Glenn Cole 39. Ladies Golf League Results: Low gross: Barbara Pritchard 49, Low net: Amy Ford 31, Low putts: Sharon Wilsey with 16. Birdies were recorded by Jennie Holderness and Sharon Wilsey and Nancy Dusing had a chip in. Eagle: Bill Gooley holed out his second shot from 120 yards out on the par four first hole at Foster Park for an eagle 2! Birdies: Pete Gorrell (2), Glenn Cole (2), Les Hahn, Warren Wickliffe, Virgil Hiatt, Jack Cahill, Terry Howdyshell, John Segyde, Dick Colpetzer, Mel Guillaume, Dennis Erxleben, Bill Pappert, Roger Hirt, Steve McBride, Bill Sutton, Bill Gooley.

Adlets

FOR SALE

APARTMENT BUILDING, gross income \$12,000/yr., price \$24,000, aft. 5:30 p.m. 672-3781.
'69 NOVA PARTS - rt door, hood, seats; '79, 350 LTI motor. 747-3869.
OUTDOOR FERNS, hens & chicks & other perennials. 485-4704.
POOL, 18'x4', all new equipment, reasonable. 482-1263.
PORT-A-CRIB, high chair; portable dog cage (Beagle). 432-0498.
'80 COACHMAN FOLD-DOWN CAMPER, slps 4, furnace, stv, icebox, sink, used twice, \$1,600, aft. 5 p.m. 1-728-9606.
'71 BRIDGESTONE, 175 CC, 7,000 miles, \$250. 432-6425.
TOILET & lavatory, wht, good, both for \$25. 747-5463.

GARAGE SALE, 3812 Highland Dr., Times Corner area, June 7-9, 9-6 p.m.
CAMPER, fold-down, good cond., slps 6, sink, stv, htr, \$300. 432-7128.
GAS TANKS, stl, 20 gal., 2, for pickup, mount in bed of truck, \$50. 447-5272.
CLARINET, Conn, wood, recond.; bumper pool table, slate, all acces; fish & ski boat. 747-0241.
'74 FORD, pwr, air, new shocks, battery, tires & exhaust, \$475. 1-897-2434.
NEW CARPET, 5'4"x12', plush, lt green & lt bwn, sculp., remnant, nvr used. 446-8173.
'74 OLDS OMEGA, 2 dr. htchback, 70,000 miles, looks & runs good. 637-6965.
'71 YAMAHA, 350 CC, good cond., 13,450 miles, \$380 or bst offer. 478-1037.
AIREDALE, male, 7 mos. old, aft 5 p.m. 1-419-258-2143.
DINING FLY plus 6 telescoping poles, 9'x12', exc. cond., \$60. 745-5036.
'74 VEGA WAGON, 4 spd., 57,000 miles, AM-FM stereo, \$600, aft. 6 p.m. 485-6576.
'76 TRANS AM, needs some body work. 456-6810.

DELUXE MANUAL TYPEWRITER, exc. cond.; upright Singer sweeper, \$15; lady's hard dome hairdryer, \$10. 747-3871.
WEBER GAS GRILL, exc. cond., 6 mos. old, seldom used. 749-0816.
OLD STYLE HAY MOWER; 4 iron wagon whls. 489-9453.
BROWNING BOW, w-Stucky arrows; ping pong table, aft. 5 p.m. 432-6150.
FLOOR REGISTERS, 4"x12", 3 new, 11 used, \$10. 627-3904.
SKILL SAW, Black & Decker, \$20. 456-2417.
FIVE CANDLE ELECTRIC WALL LIGHT, low price of \$35. 485-0102.
TORO MOWER, 21", key electric start. 432-5767.
10 HP EVINRUDE OUTBOARD & tank, \$350. 422-7922.
'74 MALIBU CLASSIC, exc. cond., 57,000 miles. 747-6606.
'78 SUNBIRD, V6, 5 spd., sunroof, ps, pb, \$2,500 or best offer. 747-4978.
CAMERA, Revere 127, fully auto., filter & flash attach., days. 484-3925.
LAWN MOWER REEL; tire, ww, \$20; German bayonet, \$20. 422-4898.
CREAGER TIRES, 4, old, make offer. 432-3305.

BABY CLOTHES. 747-3662.

FOR RENT

PASTURE for 12-15 sheep. 432-5767.
FLORIDA COTTAGE by golf course & beaches weeks or months, avail. now thru Dec. 627-3431.
TWO BEDROOM HOUSE, basement, garage reasonable. 485-4432.
HOUSE, 5 rms down, 2 bdrms & sewing room up 1½ baths, fenced yard, basement. 426-7554.
HOUSE, 2135 Brooklyn, 1 bdrm, fenced yd. 2-car gar. 672-2730.

SERVICE

GARDENS & lawns rototilled, free estimates 422-6997.
CARS waxed & interior cleaned, reasonable refs. 432-0805.
SIDING & continuous gutters installed, reasonable, good refs., free est. 627-2429.
ROTOTILLING, anytime, \$5, plus \$10/hr. mornings. 747-3868.

In memory

Herbert C. Lindenberg, 2021 Carlton Ave., died May 19. He was a machinist at GPM, Taylor Street, prior to retiring in 1965.
Gerald W. Kummer, 127 W. 4th St., Roanoke, died May 17. He was an enameler at the Wire Mill before retiring in 1978.
Terrace C. Colvin, 2092 Recceweg Rd., died May 14. He retired as a foreman at GPM, Taylor St., in 1968.

Grace Jean Hunt, 6701 S. Anthony Blvd., died May 8. She worked at STD before retiring in 1958.
Charles W. Hoffert, 1809 Kinsmoor Ave., died May 7. He was a cylindrical grinder at GPM Taylor St. prior to retiring in 1955.
Zella L. Witte, 1636 Barthold St., died May 7. She retired from SMD in 1962.

WANTED

SNAPPER RIDING MOWER; pr. living room chairs; alum. extension ladder, aft. 6 p.m. 432-2625.
LIONEL & American Flyer Trains, any cond., aft. 5 p.m. 1-724-8011.

FREE

FILL DIRT. 745-1564.
PUPPY, Pom & bull mix. 623-3184.
PUPPIES, black Labrador & German shepherd mixed. 627-3337.
KITTENS, to good home, aft. 5 p.m. 485-9870.

*ADLETS

GE NEWS BLDG. 18-3
NO ADS TAKEN BY PHONE

INDICATE TYPE OF AD HERE:

- ☐ For Sale *
- ☐ Ride Wanted
- ☐ Wanted
- ☐ Riders Wanted
- ☐ For Rent *
- ☐ Lost
- ☐ Free
- ☐ Found
- ☐ Service

(PLEASE PRINT NEATLY)

Ads must be received only on this form by noon Monday for publication Friday. You may submit only one adlet per issue of the GE News. No more than 40 letters per Adlet, please. Print phone number only on line indicated below. Property advertised must be available without regard to race, creed, national origin or sex.

Name _____
Address _____ City _____
Home Phone _____ Bldg. _____
Signature _____

The item(s) referred to in this ad are in no way connected with any business venture.

BULK RATE
U.S. POSTAGE
PAID
FORT WAYNE, IN
Permit No. 40

Mail, Inc. 1050 S. Anthony Blvd. Fort Wayne, IN 46803
Address correction requested
(For quickest response, please mail all non-intracompany address changes directly to Mail, Inc. at the address printed above. Be sure to include both your old and new addresses indicating zip codes for each.)

PERIODICALS
RECEIVED
JUL 10 1982
ALLEN COUNTY
PUBLIC LIBRARY

JUNE 4, 1982

General Electric News

FORT WAYNE, INDIANA

VOLUME 64, NO. 22

Competitor profile

Cost control helps make Emerson a tough competitor

GE employees at GPM, SMD and HMO in Fort Wayne know that Emerson Electric Co. manufactures electric motors because those businesses compete against Emerson for sales and jobs.

But did you know that Emerson also makes Skil power tools, Poulan chain saws and a variety of other products from garbage disposers to rocket launching systems?

Such diversity makes Emerson a strong GE competitor across a wide range of product lines, including motors. With sales of over \$3.4 billion in 1981, Emerson is about one-ninth the size of GE. The company has its headquarters in St. Louis, Mo.

Emerson financially strong

Over the years, Emerson has demonstrated its ability to compete in good times and bad. During the first three months of this year, Emerson improved its financial performance despite the economic recession. According to *The Wall Street Journal*, the company posted a gain in both sales and earnings (profit) for the quarter ended March 31.

Emerson earned about 8 cents on the sales dollar — about the same as it has earned the past two years. By comparison, GE profits in recent years have consistently been about



Milt McCombs, leading operator in SMD's model shop, Building 8-2, prepares an Emerson motor (bottom) for a performance test. The motor is similar to GE's 39 frame model (top). When comparing motors, customers look at performance plus quality, price and delivery. Emerson has made it clear it intends to be the low-cost producer of motors and other products it sells.

6 cents on the sales dollar.

In response to the sluggish economy, Emerson has cut its capital (investment) spending from a budgeted \$170 million to about \$140 million, *The Journal* reported.

Charles F. Knight, the company's chairman and chief executive officer, added that Emerson is "ahead of schedule" on its cost reduction goal of \$145 million this year.

A tough competitor

What makes Emerson such a tough competitor?

"The company strives to be the low-cost producer in all its markets and aims for product leadership and above average growth," notes Lyman Lewis of the Components Sales Department here in Fort Wayne. Lewis is a specialist in sales

planning and personnel development.

Emerson's competitive strategy is laid out in a five-year plan for 1980-85 in its *Annual Report*.

A key part of this strategy is product leadership. The report states that a high percentage of Emerson's domestic sales come from products that are No. 1 or No. 2 in their markets.

To improve its position in motor markets, Emerson built a new facility in 1981 for developing new motor products and technologies. Efforts also are being made to channel its "core" businesses into faster growing markets. This would help provide economies of scale needed to stay cost-competitive.

Emerson is aggressively pursuing its goal to be the low-cost producer

Emerson is aggressively pursuing its goal to be the low-cost producer in its product lines, including motors.

in its product lines, including motors. To achieve this objective, Emerson is directing more and more of its investments toward productivity improvements. In 1981, the company's productivity increased 6 percent in the U.S. — a record high for Emerson.

Cost reduction is another part of this strategy. Last year, Emerson achieved \$135 million in cost reductions throughout the company, exceeding its target.

Emerson's motor plants are located in lower-cost manufacturing areas of the U.S., points out Lewis. Plants that compete against GPM, SMD and HMO, for instance, are located in Arkansas, Kansas, Kentucky, Mississippi and Missouri.

Emerson's famed ABC budgeting system helps achieve cost reductions during downturns. The company's divisions draw up three budgets at the beginning of each year. The A budget is followed when sales are strong. The B budget goes into effect when sales are down by about 10 percent; and the C budget is followed when sales plunge by 20 percent from budget.

In addition, says Lewis, Emerson is opportunistic in competing for motor sales. "They will offer special terms and make pricing moves to try and win business away from their competitors.

"All these factors help make Emerson a strong competitor in the motor markets we serve at GE," Lewis concluded.



Skills, salaried requests subject of negotiations

Negotiations between company representatives and the IUE bargaining committee resumed on Wednesday morning following the long weekend.

The requests of workers in higher skill classifications and problems arising from the compression that has developed in recent years between job step rates were reviewed. There was also a discussion of salary progression schedules and rates.

On Thursday the special re-

quests of service shop employees, who often spend much of their time servicing products and equipment at the customer's location, were covered.

The focus next week will be on benefits when talks begin on Tuesday.

Last week, the discussions centered around the pros and cons of union shop and Company neutrality during union attempts to organize non-union plants.

On Wednesday morning, the

Company gave the union bargaining committee an overview of its market development and product investment plans for the 1980s. Economic projections for the next several years were also reviewed.

The rest of the week was spent on proposed changes in contract language governing conditions under which an employee can return to the bargaining unit, progression schedules, safety and health rules, overtime provisions and similar matters.

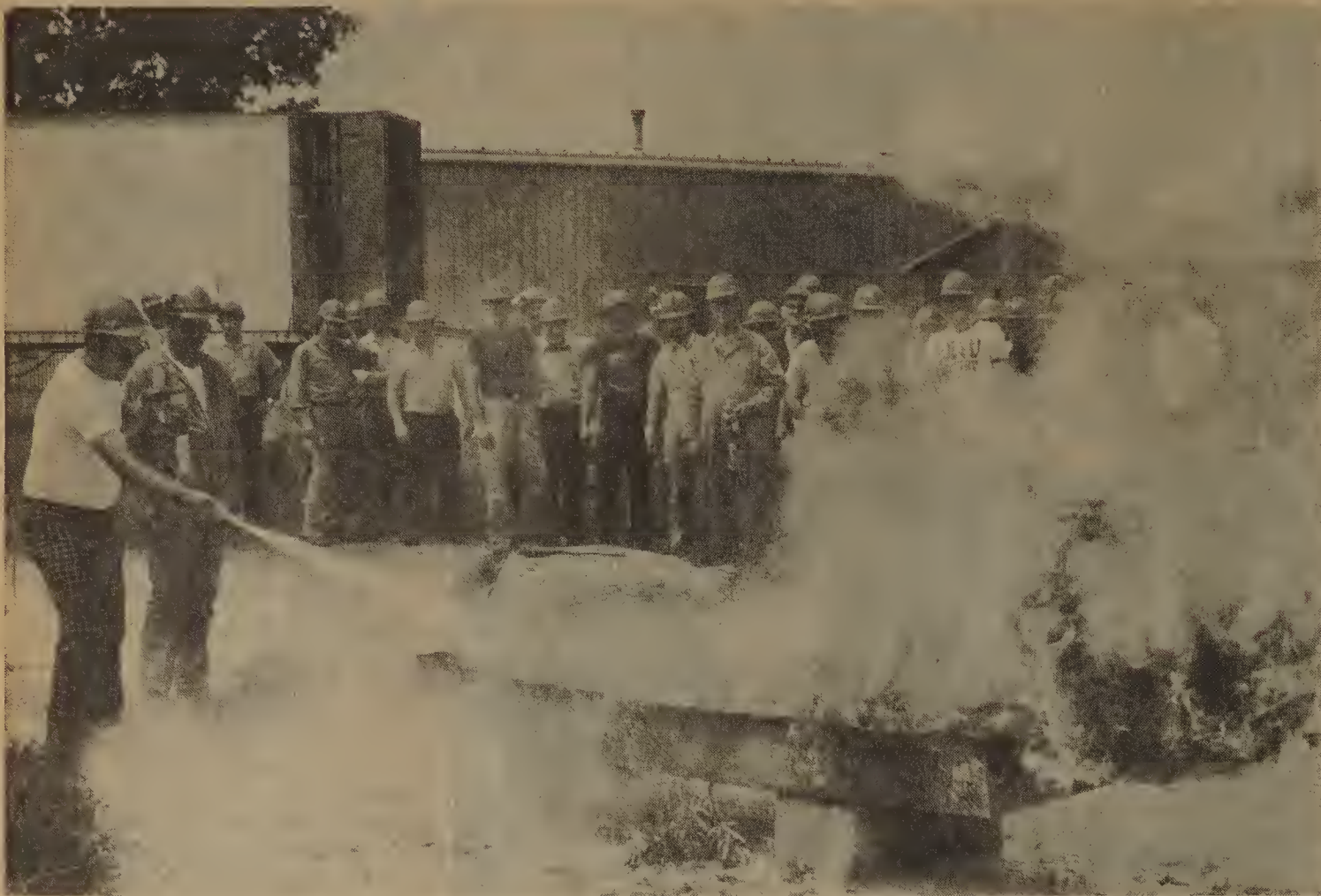
STD offers course

Specialty Transformer Department is offering Fort Wayne GE hourly employees a basic transformer testing fundamentals course to be taught at STD beginning June 22.

The course will consist of seven one-hour sessions taught by Henry Helberg, quality systems engineer.

The intent of the course is to provide transformer testing fundamentals to employees who aspire to future transformer test openings.

For more details contact Helberg on Ext. 2806.



240 attend GE fire school

Jerry Shatzer of the Wire Mill puts out a fire (top photo) as instructor **Duane Miller** and other GE firefighters look on. About 240 GE employees, including some from Decatur, took part in the annual training sessions last month at the Fort Wayne fire school on Dwenger Avenue. At right, **Phil Lydy**, **Jerry Eifred** and **Dale Richmond** suit up with masks and air packs before entering the "smoke house," in another training exercise.



Retirees make travel plans

Doris A. Biltz retires with 31 years of service. She started in FHP Motor, Building 17-3, making leads and cable. Her final job was in SMD repair, Taylor Street. "It is my intent to spend the summer at Story Lake and do some traveling. I will miss the friends I've made over the years."



Paul L. Carbaugh retires with 40 years at GE. He began as a coil winder in STD, Building 26-1. He retires as a winder in STD, Building 26-5. "I have enjoyed the company benefits and all the people I have worked with. In the future, I'll be traveling, camping, fishing and working around home."



Wanda L. Chapman retires with 21 years of service. She started as a miscellaneous operator in GPM, Taylor Street. Her final job was winder in GPM, Building 6-3. "I returned to GE because of the pay. My husband and I plan to farm, tour Alaska and babysit with our grandchildren."



Also retiring are: **Eddie H. Myers**, truck driver, MTO; **Geraldine L. Kimmerly**, stockkeeper, HMO; **Harlan E. Forschner**, molder in coil assembly, STD; **Edward H. Hermann**, group leader, GPM, Winter Street; **Donna J. Miller**, repair, Broadway GPM.

Credit Union assets top \$50 million mark

The General Electric Employees Federal Credit Union reached a major milestone May 24 when its assets topped \$50 million for the first time.

Assets have grown steadily since 1936: They were \$1 million in 1940, \$5 million in 1956, \$10 million in 1968 and \$20 million in 1974.

The Credit Union at 1021 Swinney has grown in many other ways as well since it was organized May 29, 1936. It started out by offering employees savings through payroll deduction and small loans.

Today the Credit Union also provides share draft accounts, savings certificates, travelers checks, money orders, Individual Retirement Accounts (IRAs) and Visa credit cards.

It also has a drive-up window and

plans to open a new facility in the fall at 805 E. Tillman Road. The new branch will offer drive-up windows and safety deposit boxes.

Of the 10 original signers of the charter, only **Charles Winans** is still an active member. **Roy Berdelman**, the president of the Board of Directors, has been an active member since he started on the credit committee in April 1940.

The Credit Union now serves over 18,500 members in nearly every state of the union because many retirees and former employees retain their accounts. The Fort Wayne Credit Union also serves employees of GE plants in Decatur, Linton, Tell City, and Shelbyville, Ind.; Tiffin, Ohio; Springfield, Mo.; Jonesboro, Ark.; Hendersonville, Tenn.; Owensboro and Scottsville, Ky.



General Electric Credit Union employees celebrated the attainment of \$50 million in assets last week. The staff, too, has grown over the years as the Credit Union has expanded its services to GE employees and pensioners.



Table tennis champions

The GE Club Table Tennis League recently completed its 1981-82 season. Seated from left are doubles champion Joe Stemen, the league champion Decatur team consisting of Max Fuelling, Lenny Schug and Ken Uhrick, and doubles champion Edward Stratton. Standing is league manager Ramesh Gandhi. Decatur team member Dan Hackman and singles champion Carl Kuzeff are not pictured.

Club lists no-tap bowling winners

Here are the results of this spring's No-Tap Tournament:

Singles

1. Mary Corkwell, 843; 2. Richard Parlow, 835; 3. Matilda McBride, 832; 4. Roger Reed, 822; 5. Robert Crabtree, 810.

Doubles

1. Danny Vaught and Jim Pokorny, 1620; 2. Matilda McBride and Charlie Richardson, 1596; 3. Bill Remmert and Red Dillon, 1563; 4. Jeannette Cook and Robert Crabtree, 1562; 5. James Meekin and

Noval Bailey, 1536.

Team results

1. Roger Reed, Jim Plemens, Marlin Leininger and Ken Purdy, 2991; 2. Homer Jeffery, Roger Jeffery, Ron McConnehey and Don Lepper, 2962; 3. Lillian Underwood, Thomas Elliot, Joyce Brewer and James Morris, 2919; 4. Danny Vaught, Jim Pokorny, Gary Midgaugh and Doug Leakey, 2860.

Winners should pick up their prizes at the Employee Store on Swinney Avenue.

Apprentice alumni slate pig roast

The Apprentice Alumni Association invites all apprentice graduates to a pig roast on June 15 at the J.A.W. Hall.

Admission is by reservation only. Reservation deadline is June 10. For more details contact John Bressler or Dave Bailey, Ext. 3317.

Golf Corner By Roy Brokaw

Colpetzer shoots 37 for low score

Men's Golf League Low Scores: Dick Colpetzer 37, Al Kruetzman 38, John Baughan 38, Pete Gorrell 39, Eben Cobb 39, Warren Wickliffe 39, Dick Macleod 39 and John Marous 39.

Ladies Golf League Results: Low gross: Ilene Emlich 49, Barbara Pritchard 49, Low net: Karen Morrow was 10 strokes under her average. Low putts: Jean Beatty.

Birdies: John Baughan (3), Pete Gorrell (2), Eben Cobb (2), Dick Colpetzer, Doug Pipes, Warren Wickliffe, Phil Ross, Mike Hadley, Ken

Kniss, Mike Fifer, Clay Herendeen, Dick Mills, John Bodenhafer, John Elliott, Al Kruetzman, Gary Sykes and John Marous.

Did You Know: Walter Hagen once said "I expect to make at least seven mistakes in a round of golf. Therefore, when I make a bad shot I don't worry about it. It's just one of the seven." That's sound golf advice! There is nothing in the world you can do about past bad shots or bad breaks. Learn to play golf in the present tense, that being the upcoming shot.

GE runners wanted for corporate relays

The second running of the Fort Wayne Corporate Cup Race will take place at 9 a.m. on Saturday, June 19. The three-mile race, sponsored by B.F. Goodrich in conjunction with the Fort Wayne Track Club, will be run over a flat road course circling Goodrich's Woodburn plant.

Interested runners should contact Gary Dunn, Ext. 2667, or Dennis Flenner, Ext. 3377, by Friday, June 11. An entry fee of \$2 will be charged.

Bloodmobile coming June 12

The Red Cross Bloodmobile will be stationed at the GE Club from 12 to 4 p.m., Wednesday, June 16, for West Broadway employees.

If you are interested in donating, contact Dwight Mosley, Ext. 2663.

Decatur still on top in GE Club softball

Standings

	Won	Lost	Tied
Decatur	3	0	0
Winter St.	3	1	0
Thirsty Horde	2	1	1
Tacky Turkeys	1	1	1
Foul Balls	0	3	0
The Shafts	0	3	0

May 26 Results

Decatur 3, Tacky Turkeys 1; Winter Street 11, Thirsty Horde 8; Thirsty Horde 15, Foul Balls 1; Winter Street over the Shafts by forfeit.

May 19 Results

Winter Street 14, Foul Balls 4; Tacky Turkeys 10, Thirsty Horde 10 (called after five innings due to rain)

Adlets

FOR SALE

67 MUSTANG, one owner, 6 cyl, auto, aqua, good cond. 639-3512.
INGER ELECTRONIC SEWING MACHINE, new, \$800 or make offer. 485-1919.
CAMERA, Revere 127, fully automatic, filter & flash attach, days. 484-3925.
79 VICTORIAN MOBILE HOME, 14'x70', exc. cond., days. 637-3608.
83" WALNUT BUFFET; Kodak Signet 35 camera, misc. 483-0220.
HANDELIER, five candles, china & brass, crystal globes. 744-3435.
DOUBLE BED SPRINGS & MATTRESS; Silent Scotts reel mower w-catcher. 747-2135.
85 JOHN DEERE B TRACTOR, \$450. 1-723-4632.
0" DOUBLE OVEN GAS RANGE w-auto clean controls. 484-5030.
ANDERSEN WINDOW SCREENS, 23, various sizes, \$2 each. 749-8975.
74 VEGA WAGON, 4 spd, AM-FM stereo, 2 new tires, 57,000 miles, aft. 6 p.m. 485-6576.
HAG CARPET, celery grn, 12'x15½', not worn; gold thermal patio drapes. 485-4704.
WALKER COON DOG, one yr. old, \$50. 489-3970.
LOTS, 4, Concordia Cemetery, best offer. 745-5842.
OUTDOOR ELECTRIC GRILL; 9'x7' overhead garage door. 483-4540.
G LUGGAGE RACK for '76-'79 Honda SS, tilt, new, \$20. 1-356-5965.
5 POP-UP KROWN CAMPER, slps 8, exc. cond., extras, \$900 or best offer. 447-1939.

12' JON BOAT w-oars & 7 HP motor, like new, \$375 or best offer. 1-244-6565.
20" GIRLS' BICYCLES, like new. 672-2900.
WOOD STOVE, reasonable, exc. cond. 724-9867.
PATIO UMBRELLA, lime grn floral, tilt, exc. cond. 432-6150.
'74 OLDS OMEGA HATCHBACK, 70,000 miles, looks and runs good, air. 637-6965.
GE RANGE HOOD, 30", 2 spd fan, almond. 447-4862.
'78 SUNBIRD, V6, 5 spd, sunroof, ps, pb, \$2,500 or best offer. 747-4978.
AM-FM STEREO, exc. cond., make offer. 485-6193.
'75 MUSTANG II, needs work, best offer; '70, 250 Yamaha, good, aft. 12 noon. 747-3681.
'75 MONZA 2 plus 2, 4 spd, 4 cyl, tilt, AM-FM, must sell, \$1,400. 489-5364.
'74 HONDA ACCORD, new engine & trans., must sell, \$3,300, aft. 4 p.m. 422-6279.
'78 YAMAHA 750 SPECIAL, 3,000 miles, \$1,900. 424-6173.
CUSTOM DRAPES, new, wheat bwn tweed, 120", 95" & 72", \$100. 485-1919.
POP-UP CAMPER, alum. box, large wheels, hard door, new top, exc. for small car, \$200. 432-3172.
COLEMAN PULL TRAILER, small. 1-238-4560.
UNIROYAL TIRE, G78x15, less than 25 miles. 426-8672.

WANTED

SWING SET w-slide, good cond., aft. 3:30 p.m. 747-6682.
TIRES, one or two, reasonable, P235x75R15 radials or LR78-15. 1-854-3690.
DINETTE TABLE, 36" wide w-4 to 6 chairs. 749-1369.
GIRL'S BROWNIE UNIFORM, Sz. 6 or 7. 422-7603.
TWIN BEDS, 2, w-dresser, good cond. 432-9753.

PLAYPEN, in good condition. 483-9374.
LIONEL & American Flyer Trains, any cond., aft. 5 p.m. 1-724-8011.
MILK CAN; child's snowmobile suit, sz. 8. 484-3234.
HEAVY DUTY LAWN SWEEPER. 637-3303.
PORCH GLIDER, 6', good cond. 426-8672.
PUSH LAWN MOWER. 422-7817.

SERVICE

MASONRY REPAIRS, chimneys, etc., licensed & insured. 447-1442.
CONCRETE CONSTRUCTION, replace or repair, licensed and insured, eves. 446-5643.

WEDDING PHOTOGRAPHS, aft. 4 p.m. 744-1817.
CARPENTRY: Remodeling, new additions, garages, etc., eves., references. 493-1605.

FOR RENT

THREE BEDROOM HOME, Lakeside, garage, basement, \$300/month plus util., aft. 5 p.m. 424-6023.
STORAGE for snowmobiles, cars, boats, etc. 1-636-7264.

FREE

SCRAP STEEL, free for the hauling. 747-4233.

*ADLETS

GE NEWS BLDG. 18-3
NO ADS TAKEN BY PHONE

INDICATE TYPE OF AD HERE:

- | | |
|-------------------------------------|---|
| <input type="checkbox"/> For Sale * | <input type="checkbox"/> Ride Wanted |
| <input type="checkbox"/> Wanted | <input type="checkbox"/> Riders Wanted |
| <input type="checkbox"/> For Rent * | <input type="checkbox"/> Lost |
| <input type="checkbox"/> Free | <input type="checkbox"/> Found <input type="checkbox"/> Service |

(PLEASE PRINT NEATLY)

Ads must be received only on this form by noon Monday for publication Friday. You may submit only one adlet per issue of the GE News. No more than 40 letters per Adlet, please. Print phone number only on line indicated below. Property advertised must be available without regard to race, creed, national origin or sex.

Name _____

Address _____ City _____

Home Phone _____ Bldg _____

* The item(s) referred to in this ad are in no way connected with any business venture

Signature _____

GE retiree, horses help handicapped

ECSF Board tours Red Cedar Center



At the Red Cedar Center, ECSF Board member Jack Gerber watches Gary Wood, who is blind, participate in horseback therapy.

How does riding horseback help handicapped people? To find out, members of the GE Employees' Community Service Fund Board traveled last month to the Red Cedar Center for Special Services on Hirsch Road.

They discovered that this United Way agency offers activities and therapy — including horseback riding — for physically and mentally handicapped individuals in Allen County.

Established 12 years ago, the Center has grown to where it served over 900 individuals in 1981. Those clients ranged in age from 4 to adult, with two-thirds being disabled or disadvantaged.

Founder and Executive Director Max Parrott and Operations Administrator Peggy Dumford explained the unique value of horseback riding for handicapped individuals.

According to Dumford, "The movements resulting from horse-

back riding stimulate receptors located in the inner ear. These centers affect the entire nervous system with the result being that a handicapped person learns to control and coordinate his body movements.

"Our activity differs from more traditional therapy which concentrates on movement of individual limbs."

Dumford added, "For the majority of our clients, just being outside in the country offers a whole variety of new experiences. Through client-counselor ratios of no more than three-to-one, our programming helps the individuals overcome fear, as well as build motivation and self-esteem."

United Way Dollars in action

As part of its responsibilities, the ECSF Board coordinates the United Way campaign at GE each fall. Last year's drive resulted in GE employees and the company pledging a record \$360,000 — the largest gift in



ECSF Board members Sally Hoefelmeyer, Allie King, Keith Parrott, Jerry Smith and Tom Perl (top photo) visit the stable. In the bottom photo, GE pensioner Walt Parrott helps with the horses.

Allen County — to United Way agencies.

During the remainder of the year, the Board contacts a sampling of agencies to learn first-hand how these contributed dollars are put to use.

While at the Center, the Board met Parrott's father, Walt. Walt, who retired five years ago from GPM's Area Services, volunteers

his time at the Center.

"Out here I mostly drive clients to and from the Center and feed horses, but I do a lot of odds and ends, too. I find it important to have an activity like this to keep me occupied," he said.

"When I worked at GE, I used to give to the United Way and didn't think much about it. Now I know where those dollars go."



Elex elects officers for 1982-83

Elex officers elected for 1982-83 are from left, front row: Trustees Clydie Kelso and Lucy King. Second row: First Vice President Marilyn Kiel and President Fern Fry. Standing are Directors Joann Bowers, Judy Dunderman, Juanita Corkwell, Shirley Beard and Joan Hoover, Treasurer Martha Musselman and Assistant Treasurer Sally Eubank, both appointed by the company. Absent when the photo was taken were Second Vice President Fran Kuzeff, Secretary Anita Koeneman and Director Betty Thompson.

AT YOUR EMPLOYEE STORE



360° AIR FLOW FAN
BF-1 \$59⁹⁷



12" OSCILLATING FAN
OF-12 \$31⁹⁷

1030 SWINNEY

M-F 10-5:30

PERIODICALS
RECEIVED
JUL 30 1982
ALLEN COUNTY
PUBLIC LIBRARY
JUNE 11, 1982

General Electric News

FORT WAYNE, INDIANA

VOLUME 64, NO. 23

Habegger Chat and Chew

GPM employees discuss world competition, Juarez plant

"Business is pretty dismal right now and it isn't getting any better," Dick Habegger, manager of the Taylor-Winter Operation, told GPM employees this week in a Chat and Chew session.

"Our order rates are well below our current line rates, so we are looking at either reducing our line rates further or taking some short-timing to adjust to business conditions. That's not very pleasant, but that's the reality of the situation we're facing."

Here is a summary of the questions that Section 14 employees asked and Habegger's responses:

Q: Why are we in a recession, and what's it going to take to get us out of it?

HABEGGER: The basic reason we're in a recession is that people have quit buying products. For us here at Taylor-Winter the reason may be high interest rates, competition or the fact that people are just worried about the future. Those of us who are working will receive a 10 percent federal income tax cut July 1. How much of an effect that will have, I don't know. We don't expect a turnaround in our business until late in 1982. It all depends on when consumers and businesses start buying again.



Jerry Widner, Dorothy Bunsold and Plant Relations Manager Fred Andrews listen to Dick Habegger (right), manager of the Taylor-Winter Operation, as he responds to employee questions during a Chat and Chew this week.

Q: It seems to me that when production is down, that's the time to do a lot of the maintenance type work. Instead, we cut back on a lot of projects. Can you explain this?

HABEGGER: Through the years GE has managed its businesses for both the short and the long term. That's what has made us strong financially while other companies are in financial crises. When orders go down, we've got to cut our expenses in line with the reduced line rates. Over the long term, we are continu-

ing to invest in the business, and we have to improve our productivity to remain competitive.

Q: What's happening with GPM's plant in Juarez?

HABEGGER: Our operations in Juarez have undergone even greater cutbacks than we have at Taylor-Winter. That operation is only a fraction the size of Section 14, but it is important to GPM and to employees here in Fort Wayne.

One of our biggest advantages from a competitive standpoint is

that we're a full-line supplier of motors. Our Mexican plant allows us to compete for business we would not be able to obtain if we manufactured the motors here.

Because we supply some of the parts needed in Juarez from Fort Wayne, the Juarez facility helps create some jobs here we wouldn't have otherwise.

I think we have to face the fact that we are competing in a world economy now. We've sold motors to foreign countries for years and those sales help provide jobs in the U.S., but world trade is a two-way street.

We still think we are the best motor builders in the world. Our employees here in Fort Wayne have outstanding skills and experience, and that's worth something in the marketplace.

Q: How can we compete against workers in foreign countries who work for \$1 or less, or even against workers in the South whose wages are lower than ours are here?

HABEGGER: I believe in American ingenuity. The key is productivity. There is no way of getting around the fact that we are in a world market, but I think we can help ourselves by doing all the basics right. We've got to get our costs down and improve the quality of our product.

Company satisfied with progress at negotiations

Contract negotiations between General Electric and the unions headed into the final two weeks with Company representatives expressing satisfaction with progress to date.

"The past five weeks have been very useful, and it would be a mistake to think we haven't made progress just because we're not publicly swapping economic counterproposals," said William G. Angell, the Company's chief negotiator.

Priorities made clearer

"We've been listening very carefully to the unions' arguments, data and presentations. It's given us a good idea of their priorities. We've also spent some time giving union representatives our views, our data and our thoughts on the Company's priorities," Angell said.

Full Manufacturing Studies Program offered

GE will offer the full Manufacturing Studies Program plus three Continuing Education Program courses during the 1982-83 academic year beginning this summer.

All classes are scheduled to run from 5 to 7 p.m. on the days listed, except Basic Mathematics (MFG 120), which is a summer self-study course. Completed application forms for that course and for MFG 25, Introduction to Accounting Principles, are due by June 22, so interested employees should contact their supervisors immediately about enrolling.

The first session of MFG 25 will be on July 13 to assign summer study. MFG 25 classes will resume Aug. 23.

Here is the class schedule for first year courses:

Tuesdays

MFG 25 - Introduction to Accounting Principles, Aug. 24 -

Sept. 14, with summer preparation class on July 13.

MFG 125 - Operating Costs, Budgets and Measurements, Sept. 21 - Nov. 23.

MFG 108 - Manufacturing Materials and Processes, Nov. 30 - March 1.

MFG 130 - Economic Analysis of Alternatives, March 8 - May 24.

Thursdays

MFG 101 - Manufacturing Organization and Supervision, Aug. 26 - Oct. 14.

MFG 111 - Introduction to Computers, Oct. 21 - Jan. 13.

MFG 102 - Individual and Group Relations on the Job, Jan. 20 - April 7.

MFG 105 - The Employee Relations Function, April 14 - June 2.

Second year courses are as follows:

Tuesdays

MFG 220 - Data Analysis and Probability Evaluation, Sept. 7 - Nov. 23.

MFG 217 - Quality Control, Nov. 30 - Feb. 22.

MFG 204 - Manufacturing Engineering, March 8 - May 24.

Thursdays

MFG 240 - Principles of Marketing, Sept. 2 - Nov. 4.

MFG 250 - Product Engineering, Nov. 11 - Dec. 16.

MFG 211 - Manufacturing Information Systems, Jan. 6 - March 10.

MFG 215 - Materials Management, March 17 - May 26.

Following are course offerings in the Continuing Education Program:

Effective Presentation, Wednesdays, Sept. 8 - Dec. 15. Effective Listening, Mondays, Sept. 20 - Nov. 22. Number Skills, five consecutive days, Jan. 10 - 15, 1983.

PS Statement can help employees select optional benefits

By Ed Stratton

"Your Personal Share Statement offers you two important opportunities. First, it's a chance to better understand the GE benefits you automatically get by working here. Second, it gives you the opportunity to reassess your participation in optional benefit plans," Doyt Schaadt, manager of personnel accounting and banking, recently told 45 GPM Taylor Street salaried employees.

He added, "Benefits are a substantial part of the total compensation each of us is working for. It's important to understand these benefits in advance of the time you or your dependents need them."

Schaadt noted that all of the numbers on the statement are based on annual pay rates as of Dec. 31, 1981.

Homer Jennings, manager of insurance claims disbursements, reviewed the medical insurance por-

tion of the statement. Jennings asked everyone to look at the estimated annual cost for employees to duplicate their medical coverage outside of GE.

He explained, "This number will vary for each employee depending on age and whether or not the employee has dependents. This cost can run as high as 15 percent of one's total salary."

Catastrophic expenses

"Because of the 100 percent of covered expenses above \$1,000 feature, employees have excellent protection against catastrophic medical expenses. In addition, the total lifetime coverage is now up to \$350,000 for you and for each covered dependent," he noted.

Jennings also said that the Dental Assistance Plan is helping employees in Fort Wayne to the tune of about \$80,000 each month. The average yearly bill is \$180 per employee.

He pointed out that many GE benefits are designed to work together. This applies to income protection for employees unable to work. Jennings noted that the Weekly Sickness and Accident Plan pays 60 percent of earnings up to \$200 per week for a maximum of 26 weeks.

LTD increases protection

After this time, employees participating in the Long Term Disability Plan could receive 50 percent of their pay for up to one year in which they were unable to perform their own job. For employees unable to perform any job, benefits may be paid under this plan continuously to at least age 65.

He concluded that the LTDI plan is especially important for shorter service employees who aren't yet



Gil Baker (left foreground) and Art Woelker follow along on their Personal Share Statements as a trio of benefits experts go over GE benefits during a presentation to GPM employees at Taylor Street. Facing the camera from left are Chauncey Miller, manager of benefits; Doyt Schaadt, manager of personnel accounting and banking; and Homer Jennings, manager of insurance claims disbursements.

eligible for a disability pension — that is, those with less than 15 years of pension qualification service.

Turning to retirement income projections for each employee, Chauncey Miller, manager of benefits, said that because these projections assume no change in pay from now until retirement, they may seem a bit unrealistic for younger employees.

"They do however, give a good projection of retirement income in today's dollars and obviously become more accurate as the employee gets closer to retirement," he said.

Miller added, "The actual cost to fund the pensions earned in 1980, based on the last pension report,

was \$404 million from GE and \$86 million contributed by employees. That was about \$4.70 from GE for every employee dollar.

"That's an average based on one year's experience, but it gives you a feel for what the value of the plan is."

S&SP a missed benefit

Schaadt concluded by pointing out that the Savings and Security Program is really a missed benefit opportunity for many employees. S&SP can help meet personal financial goals and provide for retirement income. "But like all optional programs, people have to join to receive the values."

Benefits summary

Employees receive standard-benefits such as the following just by working here.

- Life Insurance
- Medical Insurance
- Weekly Sickness & Accident
- Dental Assistance Plan
- Employee Stock Ownership Plan
- Pension

Others you have to act to participate in, including:

- Dependent Life Insurance
- Dependent Medical Insurance
- Long Term Disability
- Personal Accident Insurance
- Dependent Personal Accident Insurance
- Savings and Security Program

GE photo history now available in single volume

The four GE photo histories — "The Edison Era, 1876-1892"; "The Steinmetz Era, 1892-1923"; "On the Shoulders of Giants, 1924-1946"; and "Pathways of Progress, 1947-1978" — are now available in a single hard-covered edition, entitled "A Century of Progress — The General Electric Story."

This 328-page volume with over 600 photos is bound in gold imprinted library-quality material and comes in an attractive dust cover. This limited edition includes handy name and subject indexes and recently-discovered material that has been added to the Edison Era section.

GE's major achievements and developments are presented chronologically from 1876 through 1978. The book contains biographies and photos of GE's leading engineers, executives, and scientists, including Thomas A. Edison and Charles P. Steinmetz.

Section on GE's future

A special section reports some of the key technological achievements of 1979 and 1980 and previews GE's second century.

Over 100,000 copies of the four photo histories which comprise "A Century of Progress" have been sold. The publication of these his-

torical volumes is a joint project of the Elfun Society, an organization of GE professional and management employees, and the Hall of History. The Hall of History is a public non-profit foundation which serves as a focal center for historical documents and memorabilia about the

electrical industry and its people.

Copies of this hard-covered edition can be ordered by mailing your name and address and a check for \$12.50 to the Hall of History, GE R&D Center, P.O. Box 8, K-1 3A15, Schenectady, N.Y. 12301. Postage and taxes are included.

General Electric News

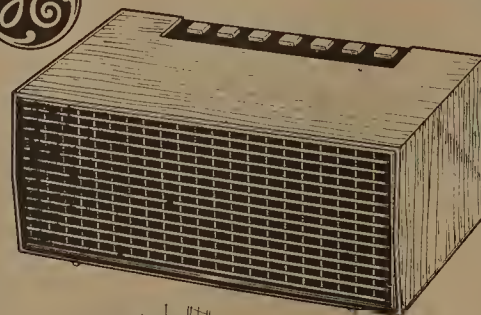
Published weekly by the General Electric Company, an equal opportunity employer, in the interest of all GE employees and their families here. May not be reproduced in whole or part without express permission of General Electric Company.

GENERAL ELECTRIC

Chuck Welch, Manager
John Peirce, Editor
Rex Mericle, Chief Photographer
Gloria Smith, Adlets
Betty Glidewell, Proofreader
1635 BROADWAY
PO BOX 2204
FORT WAYNE IN 46801
Phone 426-7431, Ext. 3441
(Dial Comm. *8-322-3441)



GE ZONAR® BURGLAR ALARM (8250)



- Designed to protect your home and family. Has loud 85-db. alarm. Guards multiple entries. Battery-operated.

Old price	\$25 ⁹⁹
Reduced	\$15 ⁰⁰
Now only:	\$10⁹⁹

**New low price only
at your Employee Store**
(Limited Quantity)

1030 Swinney

10-5:30 M-F

Look forward to outdoor activities

Three 40-year employees retire on GE pensions

Frederick L. Phillips retires with 40 years of service. He began in gauge and assembly, HMD, Building 17-2. He retired as a mover, STD, Building 10-1. "GE has been a very good place to work. Benefits are great. I'll be gardening, yard mowing and camping on weekends."



Harold M. Fanning retires with 40 years of service. He started as an electrician in General Services, Building 20-1. His final job was instrument technician, Area Services, Taylor Street. "Thanks to GE and everyone for a lot of good years. I hope to travel some."



Margaret Norman retires with 40 years of service. Her first job was stenographer. Her final assignment was group administrator for legal services. "I am thankful for the many blessings of the past and look forward to stepping through doors as they are opened in the future."



40 years of service



Al LeFevra
GPM, Taylor St.



Ken Emerick
Wire Mill, MTO

Eight employees move to new jobs using POP

Eight salaried positions posted in the Promotional Opportunities Program (POP) were filled in recent weeks at Fort Wayne GE locations.

POP covers all nonexempt and exempt job openings through Level 9. Job openings are posted twice each week — Tuesday and Fridays at noon.

Postings that go up on Tuesday are removed on Friday, and postings that go up on Fridays are removed the following Tuesday. Resumes must be in the pick-up boxes by noon of the removal date.

Self-nomination forms for POP openings are available from supervisors and in employee relations offices.

Persons who moved to new assignments in recent weeks are as follows:

Donald Poland, production and inventory control specialist, GPM, Job No. 81-163. Drenda Gebert, insurance clerk-claim processor, MBG finance, Job No. 81-175. Bob Helt, plant facilities engineer, GPM, Job No. 81-178. Thelma Loveless, methods and work measurement specialist, STD, Job No. 82-2.

Virginia Goeglein, plant protection receptionist, Motor Relations Operation, Job No. 82-5. Linda

Bubb, wage and salary administration clerk, Motor Relations Operations, Job No. 82-8. Farley Thornberry, data processing operation specialist, MBG finance, Job No. 82-9. Steve Elett, technical application specialist, GPM, Job No. 82-12.

QC Club outing Sept. 11

The annual Quarter Century Club outing has been scheduled for the Memorial Coliseum on Saturday, Sept. 11. Those with 25 or more years of service should watch future issues of the GE News for reservation forms.

Thirsty Horde hands Decatur first loss

The Thirsty Horde stopped a late rally en route to handing Decatur its first loss of the season.

	Standings		
	W	L	T
Decatur	4	1	0
Winter St.	4	2	0
Thirsty Horde	3	1	1
Tacky Turkeys	1	2	1
The Shafts	1	3	0
Foul Balls	0	4	0

Last Week's Results

Thirsty Horde 8, Decatur 7; Winter Street 17, Tacky Turkeys 14; The Shafts 10, Foul Balls 8; Decatur 8, Winter Street 6.

Adlets

FOR SALE

8 KAWASAKI, custom paint, chrome, many extras. 744-3056.
AFWORMS, \$2/100. 424-8351.
5 HP JOHNSON OUTBOARD, good cond., \$175. 672-2975.
WING MACHINE, Sears, \$50; desk, \$25; bar stool, ex. cond. 744-9479.
EXERCISE BIKE, like new, \$40, aft. 6 p.m. 485-4617.
WINDOW FAN, \$12. 432-0237.
NETTE TABLE & 4 chairs, 42". 749-0816.
UNITED AIRLINES COUPON, worth \$25 off ticket, sell for \$15. 747-0885.
2 DATSUN 240Z, 32,000 miles, like new, many extras, must see, \$3,975. 627-2429.
HOUSE, 6 rooms, handyman special, very reasonable, 224 W. Williams, contact by mail, 1731 Lindley.
PRINTABLE, JVC, Mdl LA-11, used 9 mos., \$175, aft. 5 p.m. 424-6023.
MILBOAT, 16' Chrysler w-cover and extras. 485-4929.
AIR CONDITIONER, 8,000 BTU, 220 V, \$40. 747-1315.
MERCURY BOAT MOTOR & trailer. 424-2513.
DIAG CARPET, 40 sq. yds., \$35; couch, rst, \$25; ice cream frzr, new, \$6. 749-0862.
WATERBED FRAME ONLY, very good cond. 484-4623.
RECORD PLAYER; girl's 26" bike. 424-5492.
3 MUSTANG, good cond., auto, low mileage, \$1,950. 489-5630.

AKC SCHNAUZER, male, housebroken, 2 yrs. old. 484-0107.
BUILT-IN OVEN, range, dishwasher, refrigerator/frzr. 432-9874.
9 HP SEA KING MOTOR, new w-plastic 6 gal. carry tank and gage. 432-3097.
'69 KAWASAKI 350 MOTORCYCLE, \$150. 447-6740.
'78 YAMAHA 400, ex. cond., 4 tires, mono shocks, new batt., \$695. 747-4030.
NIAGARA VIBRATOR CHAIR plus hand unit, beige, like new, \$500. 484-4753.
8' CAMPER BED, \$95; dresser, \$35; 20" girl's bike, \$25; sofa bed, \$65. 424-2965.
12' STARCRAFT TRI-HULL BOAT and tilt trailer, \$400. 747-5730.
'74 VEGA WAGON, 57,000 miles, AM-FM stereo, best offer, aft. 6 p.m. 485-6576.
'78 SUNBIRD, V6, 5 spd, sunroof, ps, pb, \$2,500 or best offer. 747-4978.
26' TRAVEL TRAILER, shower-tub, dual axle awning, ex. cond. 432-8809.
BUILDING WOOD, oak, walnut; firewood. 483-0982.
MAJESTIC GRILL UNIT for outdoor fireplace. 440-2962.
25" COLOR TV w-remote and elec. tun., Sears, \$400; 9" color prtbl, Sharp, \$175. 456-7392.
MOBILE HOME LOT, 1 acre, well, septic. 693-2454.
16" GIRL'S BIKE; exercise bike; 2 air conditioners. 426-4485.
GAS COUNTER-TOP STOVE, built-in oven, \$40. 483-1405.
LEFT-HAND STARTER JR. GOLF CLUBS, 1 & 3 wd, 3, 5, 7, & 9 irons, \$25. 432-1442.
'75 VW DASHER STATION WAGON, new brakes, shocks, clutch, batt., \$1,800. 627-5145.

'80 YAMAHA YZ80, good condition. 447-9696.
GO-KART w- 7 HP Kol. engine, almost new, \$275. 432-2693.
21" EAGER-1 MOWER, self-prop., rear bagger. 446-4462.
DRESSER w-mirror, lots of dwr. space, antique cherry finish. 485-3897.
TRAVEL TRAILER, 13', Field & Stream, slps 4, \$250. 432-6425.

WANTED

SMALL COLEMAN PULL TRAILER. 1-238-4560.
STEEL BARBELL WEIGHTS or weight set. 484-6063.
85 HP MERCURY OUTBOARD and controls, good shape, cash plus '76 Merc. 50 HP as trade. 484-9212.
QUILTING FRAME. 623-6572.
LIONEL & American Flyer trains, any cond.; small fishing boat trailer, aft. 5 p.m. 1-724-8011.

WOOD COMBINATION STORM & SCREEN DOOR to cut, 31"x78". 424-2807.

FOR RENT

FLORIDA COTTAGE, wks or mos., furn., by golf course & beaches, avail. now thru Dec. 627-3431.
ONE BDRM APT. in Monroe, stove & ref., air, carpet. 592-7627.
THREE BEDROOM HOME, Lakeside, garage, basement, \$300/month, plus util., aft. 5 p.m. 424-6023.
TWO BEDROOM DUPLEX in Haverhill, air, all appls., ex. neighborhood, \$365/month. 447-1083.

SERVICE

REROOFING & roof repair, licensed and insured. 432-5324.
SPRAYED TEXTURED CEILINGS, glitter, remodeling, painting. 456-3848.

In Memory

Edith C. Drivelbliss, of Hammond died May 21. She retired from STD in 1950.
Mardo T. Toblas, 500 E. First St., Auburn, died May 27. He retired from SMD in 1962.
Morton G. Pugh, 1104 Illsley Drive, died June 1. He was manager of quality control, Building

4-6, SMD, prior to retiring in 1961.
Peter Spear, Albion, died May 21. He was a stockkeeper at Winter Street prior to retiring in 1969.
Forest Barker, Monroeville, died May 21. He was a plater in Building 26-B, STD, before retiring in 1967.

*ADLETS

GE NEWS BLDG. 18-3
NO ADS TAKEN BY PHONE

INDICATE TYPE OF AD HERE:

☐ For Sale * ☐ Ride Wanted
☐ Wanted ☐ Riders Wanted
☐ For Rent * ☐ Lost
☐ Free ☐ Found ☐ Service

(PLEASE PRINT NEATLY)

Ads must be received only on this form by noon Monday for publication Friday. You may submit only one adlet per issue of the GE News. No more than 40 letters per Adlet, please. Print phone number only on line indicated below. Property advertised must be available without regard to race, creed, national origin or sex.

Name _____

Address _____ City _____

Home Phone _____ Bldg. _____

* The item(s) referred to in this ad are in no way connected with any business venture

Signature _____

Q & A

GE benefits: Dental Assistance Plan

Q: The GE Dental Assistance Plan Summary Description Booklet says that application of stannous fluoride is covered "once in a calendar year," but when I sent in my claim, it was rejected. Can you explain this?

A: The GE Dental Assistance Plan is designed to help you meet the expenses of necessary dental care and to promote better health by encouraging diagnostic and preventive care.

Under the plan, benefits are payable for a maximum of one fluoride treatment per calendar year for covered employees and dependents if the treatment is necessary.

The plan does not include an age limitation on fluoride application; however, it is normally not necessary to perform this service on individuals over the age of 19.

In cases when a patient has rampant caries (decay), or has received radiation therapy, or is in an area of unfluoridated water, fluoride may be applied regardless of age. Charges will be accepted — even if you are over age 19 — because in these cases it is determined that the service is necessary dental care.

So, if you have been denied benefits for fluoride treatments and you and your dentist still consider such treatment necessary and essential,

I would encourage you to resubmit your claim showing evidence of the need for such treatment.

Fort Wayne and other local communities have fluoridated water systems, but if you are served by well water or other unfluoridated water, fluoride treatments are covered regardless of age. This should be shown on the dental claim form when it is submitted.

Some employees were under the impression they were allowed a "once-in-a-lifetime" fluoride treatment, but that is not the case.

If you have further questions, consult the dental representative in your work area. They are listed on the benefits directory distributed recently with your Personal Share Statement.

Charles E. Welch
Manager of Communication and Relations Planning

Q & A

Mail to: GE News
Bldg. 18-3

My question is: _____

Name _____ Mail drop location _____

(Please fill in your name so answers to specific questions can be addressed to you.)

'81 medical, dental claims due by June 29

There are just 12 working days left for employees to meet the June 29 deadline for medical and dental claims for covered expenses incurred in 1981.

"The June 29 deadline provides ample time for employees to file claims for their 1981 expenses. Eligible expenses are those covered under the GE Insurance Plan's comprehensive medical and Weekly Sickness and Accident features and under the Dental Assistance Plan," says Homer Jennings, manager of insurance claims disbursements.

He urges employees also to keep in mind the "carryover deductible feature" of the plan. If you incurred

Type B expenses in the last three months of 1981 which were applied to meet that year's deductible requirements, they can be used to satisfy all or part of your 1982 deductible.

This applies to such expenses as services of physicians or other specialists, prescriptions and outpatient laboratory fees either for the employee or covered dependents.

"To take advantage of this feature, employees need to file their claims for 1981 expenses by the June 29 deadline. Claim forms are available in the employee relations offices and from personnel accounting in Building 18-1.



George Lambroff (left), manager of telephone facilities, goes over a computer printout pertaining to GE's new digital telephone system with Earl Fizer of General Telephone (right). Checking out the system (center) is Dick Dental, who works in Building 20, where much of the electronics gear has been installed.

New phone system reports to help curb abuses of Dial Comm, long distance calls

Telephone costs are a part of the cost of manufacturing motors and transformers at GE here in Fort Wayne, and in recent years telephone costs have been rising.

The new telephone system being installed is designed to help reduce those costs in several ways, explains Jim Brenock, who is in charge of the \$1.9 million project.

One of the ways is reducing abuses of the system, namely use of Dial Comm and long distance lines for personal calls.

"Sometime after the system goes into operation on July 17, cost-center managers will begin receiving billing reports similar to the record of long-distance calls and charges we receive with our home telephone bills each month," notes Brenock.

These reports will show the day, time and extension from which all outside calls were made from Fort

Wayne GE telephone stations. It will also show the number called, its location and the duration and cost of the call.

"The purpose of this report is to give managers the information they need to control telephone costs in their work areas," says Brenock. "The computer will compile this information automatically. No one will be listening to or recording telephone conversations," he emphasized.

Brenock says installation and testing of the equipment is proceeding on schedule for the cutover July 17. One employee from each work area will be trained as a comm leader during the last week of June so they will be able to help fellow employees after the system is installed.

Other telephone users — about 1,500 employees — will receive training prior to Shutdown.

Negotiations

Continued from Page 1.

"We've now reached the point where each side knows where the other is coming from. During the next two weeks we will be doing our best to work out a satisfactory new contract. Naturally, there will be less information coming from the table so that both sides will feel completely free to make proposals, withdraw them, or modify them," he said.

Most of the week just concluded was spent going over data connected with the Company's benefit programs, pensions in particular, and listening to union proposals for various changes.

Talks resume Tuesday

Negotiations will resume next Tuesday and are expected to continue pretty much on a daily basis until June 27.

Mail, Inc. 1050 S. Anthony Blvd. Fort Wayne, IN 46803
 Address correction requested
 (For quickest response, please mail all non-intracompany address changes directly to Mail, Inc. at the address printed above. Be sure to include both your old and new addresses indicating zip codes for each.)

BULK RATE
 U.S. POSTAGE
 PAID
 FORT WAYNE, IN
 Permit No. 40

PERIODICALS
RECEIVED

JUL 1982

ALLEN COUNTY
PUBLIC LIBRARY

JUNE 18, 1982

General Electric News

FORT WAYNE, INDIANA

VOLUME 64, NO. 24

Bleak sales outlook continues

Section 15 squeezes out costs to help preserve jobs

With the outlook for housing construction as bleak as it is, SMD, Taylor Street, is "eliminating costs wherever we can and fighting for every order we can get," Plant Manager Otis Price told employees in a Chat and Chew meeting last week.

"Historically we have relied on new home completions for business because that's when the air conditioner and furnace go in," he noted. Section 15 employees build motors for use in such air-moving products. "Housing continues to be very depressed, with housing starts at low levels we haven't seen since the early 1940s," Price said.

"Forecasts indicate that the housing sector is not going to improve significantly in 1982 or 1983 because of continuing high interest rates — unless something extraordinary happens to change the situation."

As a result, the sales forecast for Section 15 is not improved this month versus last. Still, Price does not anticipate further line rate reductions in June, and none are planned for July, although things can change rapidly in such an environment, he said.

Opportunities exist

"These are tough times for all of us, but there are opportunities out there for business," Price said. "We were successful a few weeks ago in winning new orders for motors because of our fast service to Magic Chef," Price noted.



Plant Manager Otis Price informed Section 15 employees last week that continuing poor business conditions are forcing SMD to search for new ways to eliminate costs and

underscoring the importance of customer service. Among those participating in the Chat and Chew were (from left) Helen Romine, Hilda Parson and Allene Tew.

Our customers are low on inventories so when they receive an order for their product, they need motors from us fast. If we can't supply their needs, they will go elsewhere because there is a lot of excess capacity. Our competitors are as hungry for this business as we are."

Price emphasized the importance of quality in the ability of SMD to sell its motors. "We are in a world economy," he said.

Just as SMD is seeking to grow its businesses by selling motors in

foreign countries, Japanese, Germans and other foreign-based companies are looking for opportunities in the U.S.

"Our customers have more choices today because of the world market and the recession. They don't have to settle for any motor that is less than the best. That's why it is so important that we build quality motors and ship them on time."

Price noted that because of decreased sales, Section 15 is striving

to reduce costs any way it can. "Office workers have been told to use both sides of a sheet of paper when possible, and we are no longer supplying the food and beverages at lunchtime meetings like this one."

Every potential expense is being critically reviewed and reduced, if not completely eliminated.

Cutting costs is one way to be more competitive and thus helps in the effort to preserve jobs, Price said.

Negotiations to continue on daily basis

Negotiations continued this week between IUE and the Company. In addition to discussions on economic matters, subcommittees on contract language and pensions and insurance also met several times.

With June 27 approaching, union and Company representatives expect to resume bargaining on a daily basis next week.

Although no specific agreements have been reached, there has been full discussion of major issues. Company representatives are satisfied that sufficient time remains for settlement to be reached.

Paycheck changes to watch for

1: Federal tax

The federal withholding tax for most GE employees will be reduced by about 10 percent beginning with July paychecks. Because of federal tax tables, the actual reduction in taxes will probably not be exactly 10 percent. (See story on Page 2)

2: Pension

GE pays the full cost of employee pensions on the first \$9,000 of earnings each year. Deductions begin about this time of year for many GE employees.

3: PA Insurance

Deductions for Personal Accident Insurance will begin June 23 for hourly employees enrolled in the plan and June 25 for salaried employees. (See story on Page 4.)

4: Net pay

Take-home pay for most GE employees will increase in July because of the reduction in federal withholding taxes.

GENERAL ELECTRIC COMPANY		DETACH THIS STUB AND RETAIN AS YOUR PERSONAL RECORD OF EARNINGS AND DEDUCTIONS.										NOT NEGOTIABLE		982302	
GROSS PAY		REGULAR HRS	PREM. HRS	EARNINGS	NIGHT BONUS	FED. WHT. TAX	SOC. SEC. TAX	PENSION	DEF. INS.	LTD. INS.					
DATE ISSUED		SOC. SEC. NO.	DIV. DEPT. LOC.	COST CENTER	SHIFT	P.A. INS.	SAV. & SEC.	U.S. BONDS	CREDIT UNION	BANK					
WEEK NO.	PAY NO.	NAME				UNION DUES	STK. BONUS	CHARITY	NET PAY						
SPECIAL PAYMENTS OR PATROLL ADJUSTMENT					SPECIAL DEDUCTIONS					AMOUNT					

Sizable income-tax cut goes into effect July 1

On July 1 the federal income-withholding tax rate for individuals will be reduced 10 percent — a tax cut twice as big as the one that went into effect last Oct. 1.

Doyt Schaadt, manager of personnel accounting and banking, said Fort Wayne GE payrolls are being reprogrammed according to a government directive so that most paycheck deductions for federal income tax will be lowered about 10 percent on wages paid after Wednesday, June 30. That means higher take-home pay for most employees.

Salaried employees will first notice the change in their July 2 paychecks, while hourly employees will note the increased take-home pay in July 7 paychecks.

How it's figured

Schaadt explained that the decrease in income-tax deductions will usually be "about 10 percent" rather than a precise 10 percent because GE's payroll operation must use government tax tables which provide formulas for each wage bracket.

"It isn't as simple as taking one's

present tax deduction and reducing it by 10 percent," he said. "While that's a good way to estimate the reduction, in some cases the tax reduction will be more than 10 percent; in other cases, it will be less.

"Within a given wage bracket, those at the low end could receive a tax reduction slightly more than 10 percent, while those at the high end of that same wage bracket could see a reduction of slightly less than 10 percent.

"Higher-paid employees who are subject to the maximum tax rate

also will have reductions in tax withholding which are less than 10 percent."

Some exceptions

There will be no change in the deductions of those who previously elected to have specific amounts withheld from their pay because they wished to cover expected taxes from other income sources.

This is the second of the three scheduled income-tax reductions approved by Congress last summer. On July 1, 1983, another cut of 10 percent is scheduled.

GE News poll: What do you plan to do with your tax-cut money, and what effect will the cut have on the economy?

Tax cut will solve some, not all problems

"Spend it."

That's Jim Clark's rapid answer to the question, "What will you do with the July 1 tax cut of 10 percent?"

"With inflation down now to about 3 or 4 percent, the tax cut will definitely have a positive effect on my income — a lot more than the last tax cut."

Jim, a quality control auditor at HMO, thinks people who are uneasy about their jobs will probably save the extra income.

"I think the great problem in our economy is the result of high interest rates and lack of confidence in our economy and our leaders. I just think people are unsure about the future."

He's not so sure the tax cut will pick up the economy because he believes the recession is caused by a mixture of Federal Reserve tight money policy, government budget problems and consumer psychology.

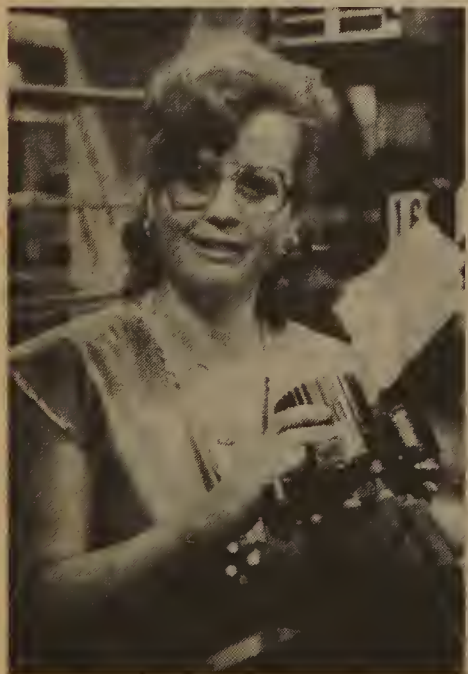


Jim Clark, HMO

"Personally, I'll be glad to have the money," he says.

Consumer attitudes play big role

"I think the July 1 tax cut will help the economy somewhat, but



Helen Romine, SMD

we're too far in a hole for it to help a lot," says Helen Romine, a winder at SMD, Taylor Street.

"I'll probably put my extra income in my checking account. I'm already saving the maximum I can in S&SP.

"To some people I think the tax cut will mean quite a bit, like those who have had to take lower paying jobs or families that have just one income.

Helen says she believes that a lot of people have a negative attitude about the economy that encourages recession.

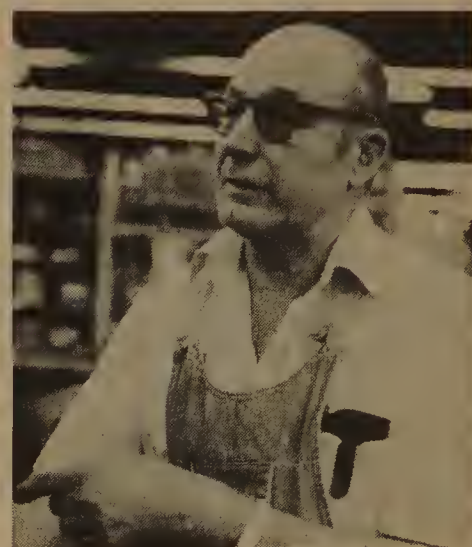
"I think it would help if people would take a more positive attitude. Sure things are bad, but the recession won't last forever. If everyone would write a letter to their congressman or do something else that's positive instead of just sitting back complaining, I think we'd be better off."

Key is making room for younger workers

Dave Smith, load tester at Winter Street, says, "I'll probably spend my tax cut. I'm already in S&SP and have pretty good savings. Frankly, I'd just as leave the government keep the money and use it to create jobs for the unemployed."

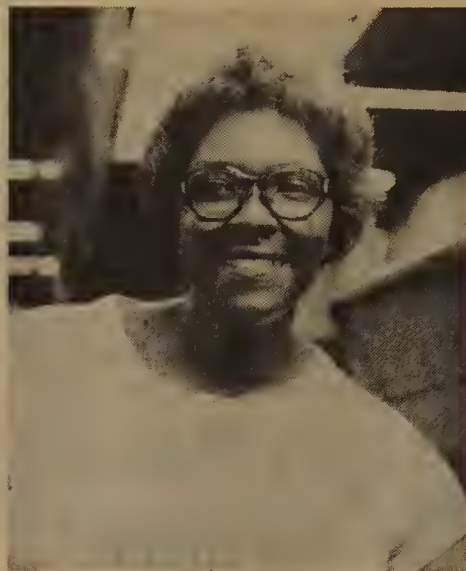
Dave believes the way to do that is for the government to provide incentives for older workers to make way for younger people who are unemployed.

"This would put younger workers on real jobs rather than on make-work public programs. At the same time, it would benefit the older worker."



Dave Smith, GPM

Extra income will go into S&SP savings



Bessie Shields, GPM

"Personally, I'm going to use the tax cut to save another 1 percent of my pay in the Savings and Security Program," says Bessie Shields, a load tester at Winter Street.

"With just 12 years to go until retirement, I'm saving all I can. I think most people, especially those with families at home, will spend the extra money, so the tax cut will probably help fight the recession.

"Still, I don't see inflation going down that much. I just wish someone was smart enough to come up with a plan to put people back to work — short of war of course."

Inflation going down; tax laws need help

"Normally, I'd probably spend the tax cut money fixing up our house or on a new car or save it for my children's education," says Frances Brown, end-turn press operator.

"But right now it's possible that my husband's job could change, so I'm unsure about it.

"I think our tax laws are ridiculous, and I've written to our congressmen and Reagan. I may be only one person, but at least I can voice my opinion.

"I do think inflation is going down. I've noticed that the price of groceries has stayed the same."



Frances Brown, GPM

Golf Corner By Roy Brokaw

Wilsey, Hunnicutt win Best Poker Hand

Men's Golf League Low Scores: Jerry Gottschalk 37, Pete Gorrell 38, Dick Nelson, 38, Jim Schwartz 38, Greg Olwine 38, Roy Brokaw 39, Bill Sutton 39, Dick Colpetzer 39, Russ McClure 39, Chas Elder 39.

Ladies Golf League Results: Low scores — Ilene Emlich 47, Amy Ford 49. Sharon Wilsey and Helen Hunnicutt won their Best Poker Hand event. Low putts — Kate Briegel with 16.

Birdies: Don Alcott (2), Jim Closson (2), Gary Sykes (2), Jack Starwalt (2), Bill Sutton (2), John Segyde, Bill Pappert, Roy Brokaw, Dick Mills, Pete Gorrell, Glenn Cole, Dick Nelson, Bill Sutton, Luther Putman, Joe Nicolosi, Jerry Gottschalk, Warren Wickliffe, Mark Sch-

midt, Dean Rodenbeck, John Stark, Greg Olwine, Russ McClure, Dick Colpetzer, Chas Elder.

Sandbagger of the Week: Greg Olwine 38, 9.8 strokes under his average.

Putter of the Week: Pete Gorrell, 10 putts, including seven one-putt greens and a chip-in.

Did You Know: Jack Nicklaus once said "The way you set up to the ball is the most important maneuver in golf. If you set up correctly, there's a good chance you will hit a reasonable shot, even if you make a mediocre swing. If you set up incorrectly, you will hit a poor shot even if you make the greatest swing in the world."

Adlets

FOR SALE

10' WALL & BASE CABINET w-rolled formica counter. 868-5428.

LAWN MOWER, Toro, elec. st., self-prop., new bag, \$50. 456-6278.

70 FORD TRUCK, half ton, one owner, new tires, \$600. 639-3826.

RABBITS & CAGES. 432-6929.

THREE BEDROOM RANCH, Ludwig Park, fam. rm, 2-way firepl, 2 car att. garage, contract, \$52,500. 489-5491.

8 HP EVINRUDE OUTBOARD MOTOR, manual start, ex. cond., 6 gal gas tank, \$400. 747-4383.

TURNTABLE, JVC, Mod. L-All, used 9 mos., \$175, aft. 5 p.m. 424-6023.

DINING ROOM SUITE - table, chairs, buffet, reasonable, aft. 4 p.m. 747-6522.

HONDA GL1000 & Honda 350, extras, mint cond., reasonable. 485-9870.

351 WINSOR ENGINE & transmission, \$150. 1-724-4901.

72 HONDA 450 MOTORCYCLE, 4,500 miles, ex. cond. 627-5866.

EXCEPTIONAL THREE BEDROOM, good area, new low interest mortgage, no down or contract, 9%%, \$33,900. 744-5634.

76 CHEV CAPRICE, \$750. 424-2965.

78 FORD COURIER, 4 spd, 25,000 miles, \$3,500 or best offer. 1-488-2009.

SCANNER, 8 ch., Bearcat, \$50. 637-8102.

FREEZER, 23 cu. ft., \$150; '76 Yamaha 650, \$600. 749-2461.

3E STOVE, good; dryer, wht, Frigidaire. 456-2606.

GARAGE SALE, June 18, 19 & 20, 1932 Gladstone Drive.

74 VEGA WAGON, 57,000 miles, AM-FM stereo, best offer, aft. 6 p.m. 485-6576.

FLORIDA RETIREMENT MOBILE HOME, 12'x60', ex. cond., on lake, call eves. 489-3710.

GIRL'S 10 SPEED FUJI, 26", ex. cond., \$200. 747-2723.

TIRES, 4, E70-14, Graber luv whls, \$100. 432-4455.

CHEST WADERS, \$15; minnow bucket, \$1; 6 gal. gas tank, \$15; roll bed, \$15. 747-5902.

ACRE LOT w-well & septic tank, Churubusco. 693-2454.

'76 HONDA 550, 15,000 miles, extras. 693-9273.

BROWNING BOW, Stuckey arrows, ex. cond., aft. 5 p.m. 432-6150.

'67 HONDA SUPER HAWK, 305 CC, elec. start, new battery, 1,900 miles, \$250. 672-5997.

'78 KAWASAKI 650, custom paint, chrome, extras, \$1,550. 744-3056.

300 GAL. GRAVITY GAS TANK, w-stand, \$30. 747-0774.

5 HP OUTBOARD MOTOR, Clinton, \$100 or offer. 747-4304.

'79 DODGE MAGNUM, fully loaded, 22,000 miles, silver w-landau, \$3,800, aft. 5 p.m. 749-5785.

ROTARY SEWING MACHINE in cabinet, \$35; stereo, 8 trk, phono w-spkr, \$40. 744-3808.

GATOR TANDEM AXLE BOAT TRAILER, 6 ply tires, will carry 16'-23' boat, ex. cond., \$950. 446-8123.

MARBLE VANITY TOPS, assorted sizes, \$25-\$65. 639-3991.

TYPEWRITER, prtbl, manual, case, ex. cond.; Sunbeam coffee pot, skillet. 747-3871.

WINDOW AIR CONDITIONER, 10 yrs. old, 18,000 BTU, aft. 4 p.m. 493-2475.

GARAGE SALE, men's, women's clothing, chandelier, misc., 121 E. Maple Grove near Southgate, June 19, 21, 22, 10-6 p.m.

'75 CHEV. CAPRI, 4 dr., hdt, good cond. 483-4248.

GARAGE SALE, June 19, 520 Green, New Haven, 9-4 p.m., furniture, books, craft, sewing & baby items.

SINGLE BED, box springs, mattress, good as new, \$60. 483-8638.

CHAIRS, sofa, antiques, wood pieces, good prices, aft. 5 p.m. 456-3942.

DOGHOUSE for larger dog, \$30. 489-1093.

GARAGE SALE, 3812 Highland Dr., new accordion, 9-6 p.m.

'78 KAWASAKI KV 75, ex. cond., \$295 or best offer. 493-2877.

LOTS, Covington Memorial Gardens, 4, \$1,000 or 2/\$600. 745-2433.

'79, 14'x70' BUDDY, 3 bdrms, 2 baths, bar, 2 desks, \$15,900, ex. cond. 426-6536.

HORSE, Tennessee walker bay gelding, gentle. 747-5992.

TORO MOWER, 21", key-lectric start. 432-5767.

AM. STD. TANK & BOWL, good working order, redecorating, \$15. 432-1442.

ALUMINUM BOAT, 12', \$150; Vega GT Hatchback, hood, \$20/ea.; '63 Galaxie, \$150 or parts. 447-5910.

COUCH, bwn, 4 cushions; wingback chair; 11" TV. 447-3418.

'70 YAMAHA 250, good cond., aft. 12 noon. 747-3681.

WASHER, ex. cond.; antique bathtub w-claw ft. 444-6603.

SOFA BED, dbl, bwn tones, like new \$350; carpet, rust, good cond, 12'x15' & 11'x8', \$250. 483-2405.

GE AIR CONDITIONER, 6,700 BTU, 110V, Lexan case, good cond. 486-4177.

BICYCLE BUILT FOR TWO, good cond., hand brakes. 632-5234.

AIR CONDITIONER, 15,000 BTU, make offer. 485-4700.

SINGER SEWING MACHINE mounted on stand, w-hd motor & clutch, \$225. 456-6202.

TIRES, 4, 75R14 Weathertamer radials, used less than month, bought truck. 749-8627.

ANTIQUE BICYCLE, 26"; fence gates, make offer. 422-3805.

FENDER MIRRORS, set, like new, \$10; 5 ton hydr. jack, \$10. 639-3306.

BASSETT DINING ROOM SUITE, 9 pc., honey pine, contemporary, 4 yrs. old, ex. cond., \$550. 747-3946.

CROCKS: 1, 12 gal.; 1, 1 gal.; 5, half gal.; all for \$30. 424-2956.

WANTED

UPRIGHT FREEZER, good cond. 489-6363.

DROP LEAF TABLE, hard wood, four chairs, good cond. 432-1676.

5-10 HP JOHNSON OR EVINRUDE OUTBOARD; alum. pontoon, aft. 5 p.m. 456-4079.

USED OVERHEAD KITCHEN CABINETS, for garage. 747-0457.

HIDE-A-BED; small kitchen table & chairs. 749-5902.

JACK STANDS for pickup camper, reasonable. 432-2316.

SMALL FISHING BOAT TRAILER; Lionel & American Flyer trains, any cond., aft. 5 p.m. 1-724-8011.

CEMENT MIXER, reasonable. 424-8607.

SERVICE

COMPLETE PROFESSIONAL LAWN CARE, mowing & shrubs. 747-5487.

WILL CLEAN YOUR HOUSE OR APT., experience, refs., prefer SW, \$25. 747-5531.

PROFESSIONAL PHOTOGRAPHY, weddings, family, individual, custom frmg. 432-9753.

MENDING, hemming, June special - \$5/grocery bag. 422-5617.

SPRAYED TEXTURED CEILINGS, remodeling. 456-3848.

CONCRETE CONSTRUCTION, replace, repair, licensed, insured, eves. 446-5643.

FOR RENT

FLORIDA COTTAGE, wks or months, furnished, by golf course & beaches, avail now thru Dec. 627-3431.

FREE

TIGER CAT, neutered, declawed, to good home. 484-0107.

HALF SHELTY PUPPIES, aft. 7:30 p.m. 747-2723.

SMALL POODLE, to someone who will give a good home. 486-2172.

May prices on S&SP investments

Here is the report on the average prices for GE Stock, Mutual Fund, and Holding Period Interest Fund used under the Savings and Security Program to credit participants' accounts in May.

The Long Term Interest Fund price for the last day of the month is also shown, as well as year-to-date annual income rates for both the HP and LT Funds.

The announced rate for the Holding Period Interest Fund was 10.75 percent for 1980 savings, 13 percent for 1981 savings and 16.25 percent for 1982 savings. HP Fund accounts earned higher than the announced rate through May. Savers will receive the actual rates.

Month	Stock Price	Mutual Fund Price	Holding Period Fund YTD Annual Income Rate			Long Term Fund YTD Annual Reinvestment Income Rate	
			Price	1980	1981	1982	Price
January	\$58.075	\$24.957	\$10.00	11.0	13.2	16.5	\$8.95
February	\$61.434	\$24.794	\$10.00	11.0	13.2	16.5	\$9.05
March	\$61.011	\$24.397	\$10.00	10.9	13.2	16.5	\$9.04
April	\$64.321	\$25.404	\$10.00	10.9	13.2	16.5	\$9.19
May	\$63.269	\$25.377	\$10.00	10.9	13.2	16.6	\$9.24

* At May 31, 1982, the net current yield of the long term investment portion of the fund was 13.9%.

Elex July calendar

6 - Partizan Chapter Board meeting, 11:30 a.m., Alexander's Restaurant, 3005 E. State St.

14 - Pen-El Chapter potluck and meeting, 11:30 a.m., Lakeside Park, Lake and California avenues.

16 - Quintus Chapter meeting, 1 p.m., Shawnee Library, 5600 Noll Ave.

20 - Partizan Chapter luncheon and meeting, 12:45 p.m., MCL Cafeteria, Southtown Mall.

21 - El-Par Chapter potluck and meeting, noon, Pond Pavilion, Franke Park.

26 - Honor-Ettes Chapter meeting, 1 p.m., Salem United Church of Christ, 2401 Lake.

28 - El-Par board meeting, 9 a.m.

In memory

Arlo C. Hawk, 6321 Kent Rd., died June 11. He was an assembler at GPM, Winter Street, prior to his retirement in 1975.

Avis L. Rodermund, Angola, died June 9. Prior to his retirement in 1966, he worked in miscellaneous leads at the Small AC Motor De-

partment's Winter Street plant.

Herman B. Hake, 6530 Covington Rd., died June 7. He was a stockkeeper at GPM, Taylor Street, before retiring in 1974.

Alta M. Lee, Woodbury, Conn., died June 6. She retired from STD in 1954.

*ADLETS

GE NEWS BLDG. 18-3
NO ADS TAKEN BY PHONE

INDICATE TYPE OF AD HERE:

- | | |
|-------------------------------------|---|
| <input type="checkbox"/> For Sale * | <input type="checkbox"/> Ride Wanted |
| <input type="checkbox"/> Wanted | <input type="checkbox"/> Riders Wanted |
| <input type="checkbox"/> For Rent * | <input type="checkbox"/> Lost |
| <input type="checkbox"/> Free | <input type="checkbox"/> Found <input type="checkbox"/> Service |

(PLEASE PRINT NEATLY)

Ads must be received only on this form by noon Monday for publication Friday. You may submit only one adlet per issue of the **GE News**. No more than 40 letters per Adlet, please. Print phone number only on line indicated below. Property advertised must be available without regard to race, creed, national origin or sex.

Name _____

Address _____ City _____

Home Phone _____ Bldg. _____

* The item(s) referred to in this ad are in no way connected with any business venture

Signature _____

Coverage for accidental death, dismemberment

Personal Accident Insurance costs unchanged

Premiums for coverage under GE's Personal Accident Insurance Plan will remain the same for the year ahead as they have been for the past policy year.

While the insurance company for the plan reports a small deficit in the employee coverage area, results in the dependent coverage area were favorable.

Deductions start next week

Deductions for the new policy year that begins July 1 will be made from hourly employee paychecks beginning June 23 and from salaried paychecks beginning June 25. The payments will be deducted in one lump sum or installments as designated by the employee on the sign-up form. The annual rate for employee coverage will remain at 40 cents for each \$1,000 of coverage. The annual rate for coverage of dependents (based on spouse coverage) will remain at 50 cents per \$1,000 of coverage.

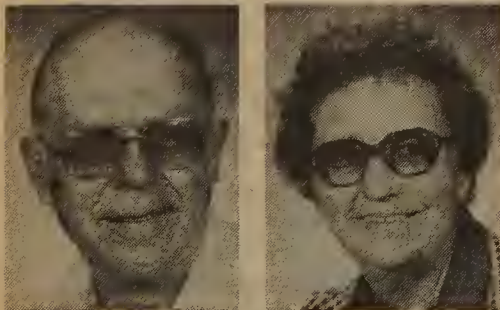
GE Club election next week

The annual election of GE Club officers begins next week. Ballots will be issued to all hourly employees on Wednesday, June 23, and to all salaried employees on Friday, June 25.

Completed ballots should be dropped in the time card boxes or returned to GE Club Elections, Bldg. 18-3, by Friday, July 2.

The GE Club officers and directors are responsible for the overall affairs of the club, including budgets, activities, and policies.

First vice president



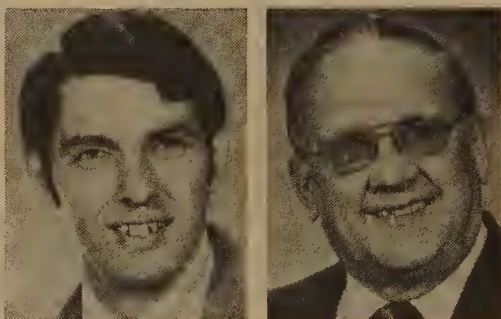
Carl Brandt Retired
Helen Thieme Taylor St.

Secretary



Steve Scherer Bldg. 19-5
Louise Tranter Bldg. 26-2

President



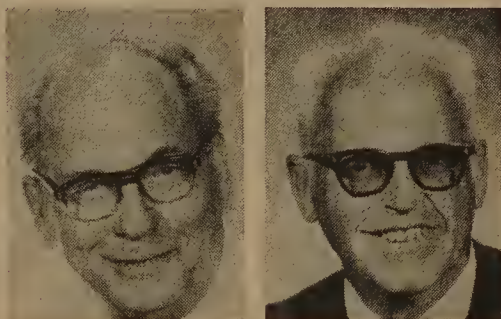
Bernie Ebetino Bldg. 4-6
Ray Fischbach Retired

Second vice president



Bob Lehman Bldg. 26-5
Lee Schnepf Bldg. 19-2

Director



Verdayne Parnin Retired
Henry Helberg Bldg. 31-2

Those who want to obtain coverage, or to increase coverage, should sign up before the 15th of any month, and coverage will begin the following month. Cancellations or decreases are effective with the beginning of each policy year.

PAI pays benefits in the event of death or dismemberment due solely to an accident.

Dismemberment benefits

Dismemberment benefits equal to 50 percent of the accidental death benefit will be paid if you or your covered dependent loses one hand, one foot or sight in one eye. For any two or more of these dismemberments, the covered person would receive 100 percent of the PAI benefit.

"Employee" coverage is purchased in blocks of \$10,000 up to \$100,000 or up to five times annual pay to the plan's maximum. A typical coverage of \$40,000 would cost \$16 for the new policy year under the rate that remains in effect.

"Dependent" coverage must be purchased in blocks of \$10,000 on a spouse. Coverage can go as high as \$50,000 but can't go higher than the employee's own coverage. For each \$10,000 of coverage on a spouse, there is automatic coverage of \$2,000 for each dependent child.

A typical coverage of \$20,000 for a spouse with \$4,000 automatic coverage for each eligible child would cost \$10 for the new policy year.

Payroll deductions for the new policy year will be continued auto-

matically for employees on the active payroll.

Employees who are laid off or leave for illness or other reasons but who have not broken service may also continue their PAI coverage. Letters were mailed to these employees notifying them that the first payment is due June 28. Their coverage will not be continued automatically.

To begin or change your coverage contact your employee relations office or Personnel Accounting, Building 18-1.

PAI pays \$70,000

A total of \$70,000 in Personal Accident Insurance benefits were paid to survivors of three Motor Business Group employees who died from accidents in 1981.

Two of the claims resulted from traffic deaths and a third was the result of an accident in the home. Traffic deaths account for most of the PAI claims filed, notes Margie Gunn of the Fort Wayne benefits office.

"PAI may not be for everyone, but it provides extra protection for employees and their dependents who need it — such as those with young families to bring up," she says.



Margie Gunn, Building 18-1

Are your dependents still covered?

A child's graduation, first full-time job or marriage is important to employees who are carrying children on their Dependent Medical or Dependent Life Insurance plans, says Chauncey Miller, manager of benefits.

Those dependents can, within 31 days of losing their dependency status, convert to outside policies without having to wait or give evidence of good health. This assures continued insurance coverage, says Miller.

Dependents are eligible to convert their GE dependent life insurance to

a Metropolitan Life Insurance policy within 31 days of the date they are married, assume a full-time job after age 19, or reach the age of 23 if coverage was continued beyond age 19 for any qualifying reason.

Under the Dependent Medical Insurance Plan, a dependent over age 23 who is a full-time student or disabled does not lose dependent status. The plan allows dependent 31 days to convert to an outside Blue Cross policy.

To make such conversions contact Margie Guinn at Ext. 2768.

Test Market Special!



We have just received 100 New Model 3-5252 AM/FM Stereo Cassettes. The regular employee price is \$79.97. We will sell them at a test market price of only \$54.77 while supplies last.



YOUR EMPLOYEE STORE

1030 Swinney 10-5:30 M-F

General Electric News

FORT WAYNE, INDIANA

VOLUME 64, NO. 25

GPM strives to make things happen in down market

In spite of the downturn in markets served by General Purpose Motor Department, "there is business available, and we're going after it," says Marketing Manager Fred Jones.

But winning new orders and growing sales in a recession is like trying to go up a "down" escalator — it takes extra effort.

High interest rates are keeping distributors from stocking more than minimal motor inventories and are discouraging investments in new equipment that use GPM motors.

"There's nothing you or I can do about interest rates directly," says Jones. "But there are things we can do to win more orders. We can build quality into our motors, answer the phone with cheer in our voice and find new ways to serve our customers better."

Making things happen

Here are some of the things GPM marketing is doing to make things happen:

- **Product structuring** — One of GPM's strengths is that it offers a full line of motors, but over the years the number of models has grown to about 15,000. "We are making a concerted effort to find out what our customers really want. Product structuring will help us

avoid unnecessary duplication and help us serve our customers better," says Jones.

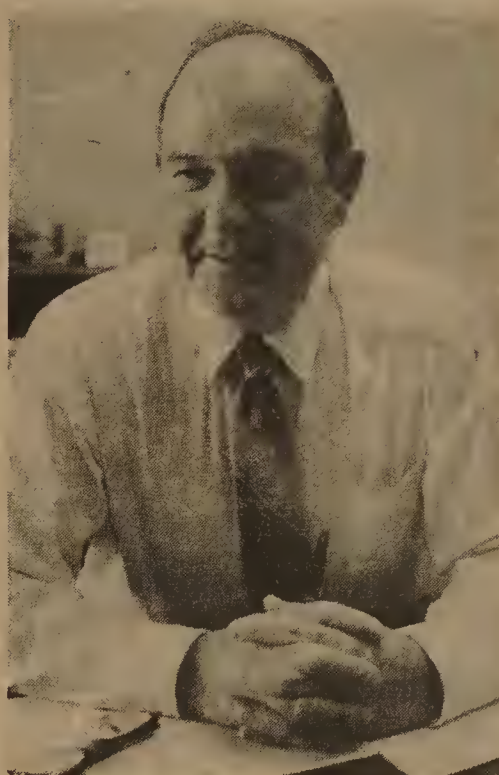
- **Investments** — GPM's marketing section is investing about \$75,000 in computer equipment that will assist in product structuring and help provide faster customer service. (See related story on this page.)

- **Target customers** — GPM is concentrating on 170 specific targets, some at new customers and some at customers where GPM is well-established. All are customers who offer the best potential for increased sales for the rest of 1981.

- **Sales promotions** — GPM is participating in the Star Performers promotion aimed at getting distributors to stock more GE motors through volume discounts. Other promotions, at trade shows for instance, are aimed at attracting new business.

- **Team meetings** — GPM has hosted team meetings for sales people serving the jet pump, farm and industrial pump markets so far. "The purposes are to find better ways to serve customers who have similar problems and to point out the benefits of GPM motors so our sales people can do a better job for us," says Jones.

- **New products** — The transition of 140-frame motors from Winter to



Marketing Manager Fred Jones tells what GPM is doing to spur sales.

Taylor Street is making GPM more cost competitive in those markets. The rolled steel shell is better suited to many of the applications than the cast-shell motors formerly manufactured at Winter Street, Jones notes.

GPM engineers also are developing an Electronically Commutated Motor (ECM) that can be sold

worldwide. "Japanese firms already have ECMs. Although the market for such motors is just getting started, we expect it to grow in years to come. ECMs are particularly suited for disc-drive computer applications.

"Customer expectations regarding quality are getting tougher. They're fed up with buying products that don't work and are willing to pay for ones that do work.

"Our customers know we have talented engineers who are adept at helping them solve their motor problems. Problem solving, service and delivery are part of the quality equation," he says.

Inflation costs still there

In order to compete for business, we have to offer motors at a price that is competitive, Jones notes. In recent months material costs have not increased significantly, but labor and utility costs, for instance, have continued to grow.

"We haven't had a price increase for nearly a year," Jones points out. "Efforts to improve productivity must continue if we are to remain competitive on price."

See GPM SALES, Page 4.

Company, union push for weekend settlement

Company and union representatives are continuing to meet daily in an effort to find the basis for a new contract by Sunday night.

During the week the company made proposals on pay, cost-of-living, pension and benefit improvements, and job and income protection. A number of alternatives were discussed, and the union offered counter proposals on many of these issues.

"We still have some differences to work out, but the people on both sides of the table are working hard and I'm confident we'll find satisfactory solutions that meet today's economic conditions," William G. Angell, the company's chief negotiator, said.

The process of bargaining quietly and privately, with both sides able to talk frankly and make and withdraw proposals, has been the method followed by the company and union to achieve peaceful settlements in 1973, 1976, and 1979.

Regardless of the outcome of the weekend negotiations, all employees are expected to report to work on Monday. The IUE-GE contract requires a 10-day notice of termination. The earliest this could be completed is July 8.

Computer helps GPM provide fast answers

A new \$75,000 GE computer system puts answers to customer inquiries at the finger tips of mar-

keting specialists at GPM, Taylor Street.

"Rather than having to go to

the files and search for information on our 15,000 motor models, our specialists will be able to call the information up on a computer screen in a matter of seconds," says Fred Warner, manager of marketing administration.

"The computer terminals will improve customer service and marketing productivity."

When a field sales person calls for a motor that meets certain customer requirements, market specialists code in the information and receive a list of model numbers fitting the description. They can also find out the stock status of the motors as of the previous day and their locations in warehouses around the country. Fast answers should help GPM secure more sales.

"Eventually, we plan to include price information so that when prices change, they can be done instantaneously around the U.S.," says Warner. Marketing worked closely with GPM engineering in setting up the data base for the marketing system.



Linda Borgmann, GPM marketing systems specialist, checks out the new Mark Link computer system with Fred Warner, marketing administration manager. Eight terminals are on line in the marketing section and two more will be added in the distribution service center.

A lot of little awards add up fast

Career suggesters solve problems, earn extra money

Last year Fort Wayne GE employees took home over \$30,000 in suggestion program awards.

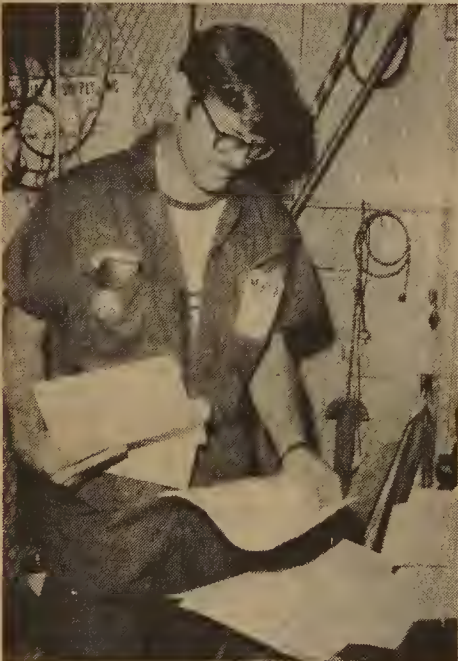
The employees pictured here have made frequent use of the program.

Their ideas and hundreds of others like them help make Fort Wayne GE cost competitive and a safer place to work. In addition, the suggestions provide extra income for GE employees.

In the stories that follow, five employees tell how they come up with award-winning ideas year after year.

20 suggestion awards in one year

"Whenever I fix a machine and then a week later I'm back out on the same machine again, that's when I know it's time to start thinking about a suggestion,"



"Woody" Shelburne looks through his 20 suggestions adopted by GPM in 1980.

says Forrest "Woody" Shelburne.

Shelburne, a maintenance electrician for GPM Area Services at Taylor Street, received 20 suggestion awards in 1980 alone. In 1981, he finished as Area Service's top suggester at Taylor Street in terms of total dollars awarded.

"As a maintenance electrician, my job is to fix broken machines, but I don't think it should stop there," says Shelburne. "We need to prevent as much downtime beforehand as we possibly can. A lot of times, I'll have an idea and I'll try it while working on a machine. If it works, I know I have a good suggestion."

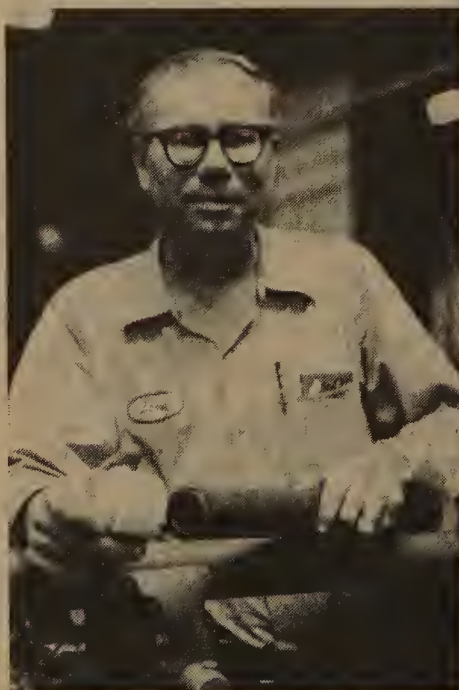
"Many of my suggestions have been in the \$15 to \$20 range, but I've had several hundred-dollar ones too. I've used the money for vacations, and one time I bought a new battery for my tractor. In fact, now whenever I need some extra money, I just write up a suggestion."

'Problems do get solved' in the process

"Not only is the suggestion program a way to earn some extra money," says Larry Stoppenhagen, a plumber for GPM Area Services at Broadway, "but before it can pay off, problems do get solved."

Stoppenhagen, Area Services' top suggester at Broadway for 1981, says, "I've been putting them in for 16 years, but I still have no idea what I'll get back after I write one up. It just depends on what someone thinks the idea is worth."

"My best suggestion had to do with the drain pipes in the Building 4-6 air-conditioning system. They used to be galvanized steel, but they were always plugging up and corroding. I worked with planners and got approval to put in plastic pipe. As far as I know, there hasn't been one call since. Not only did we solve an annoying problem for those offices, but I received enough money to buy a



Larry Stoppenhagen holds plastic pipe like that now used in Bldg. 4-6.

new power saw for my shop at home."

Two heads sometimes better than one

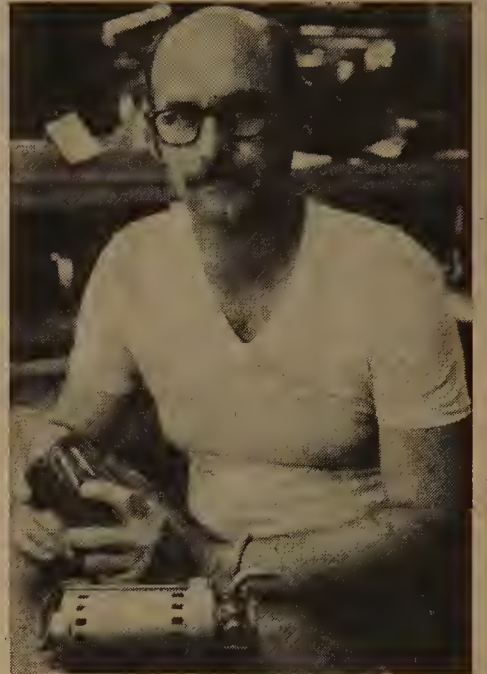
"Working in quality control is especially good if you want to turn in a lot of suggestions," says GPM Broadway's Ernie Armstrong. "As a quality appraiser, my whole job is to find out where we need improvements."

Ernie's 10 suggestions in 1981 were more than double the number submitted by anyone else at GPM Broadway.

He says, "I'm always looking for ways to get a job done faster, but sometimes I've found that they pay as much for safety suggestions as they do for the cost reduction ones."

His most recent suggestion had to do with removing paint runs from the steel shells.

"We had been removing them by hand sanding," says Ernie, "but I thought grinding them off would do just as well and be a lot faster. I wasn't sure though, so I talked it over with the leading operator in the area and we ended up submitting a joint suggestion."



Ernie Armstrong explains why paint runs are now removed by grinding.

"For me, the important thing is to keep turning them in. That way they're always adding up, and you never know when you'll hit a really big one."

Most of her winners are 'simple things'



Marge Closson writes up another idea.

Marge Closson, a book-out and packer at SMD Taylor Street, has 16 years of service, but never turned in a suggestion until two years ago.

"I always used to have a lot of ideas, but I never did anything with them," she said. "Finally, one of the planners told me to stop giving my ideas to other people and write them up myself."

"So far, every one of my awards have been \$25. Many were for safety or convenience, but almost all are just simple things that no one ever bothered to do anything about."

Marge usually saves up her awards to attend stock car races, but says "this year I used a lot of it on a graduation party for my son."

Extra income helps with college costs

"I've just sent a kid through four years of college and I have two other teenagers still at home," answered Janet Krieger, when asked what she does with her suggestion earnings.

Krieger, a miscellaneous service operator at SMD, Taylor Street, says "between training people and working on samples, I'm always on the lookout for shortcuts. I usually think my ideas over for a while and then just sit down and write them up. The other day I had a mad rush and turned in three."

"Although I've never got anything big — just a lot of \$15 and \$25 awards — they do add up. Usually I try to save the awards, but one time on the way home



Janet Krieger recently suggested a light be added to this press.

from work I bought a new set of towels that I'd been wanting."

Golf Corner By Roy Brokaw

Thurber, Hiatt shoot par 36s

Men's Golf League Low Scores: John Thurber 36, Virgil Hiatt 36, John Segyde 37, Jack Cahill 38, Larry Shindeldecker 38, Mel Guillaume 39, Duke Lively 39.

Ladies Golf League Results: Low gross: Ilene Emlich 48, Low net: Karen Morrow, Jennie Holderness, Jan Bodkin, Low putts: Kate Briegel, Amy Ford, Nancy Dusing with 15 putts.

Birdies: Larry Shindeldecker (2), Virgil Hiatt (2), Bill Pappert (2), John Thurber, Greg Van Horn, Don

Alcott, Jack Cahill, Tom Bush, Roy Brokaw, Tom Rehner, Denny Erxleben, George Haggenjos, Kaheen Murphy, Duke Lively, Doug Pipes.

Sandbagger of the Week: Duke Lively 39, 11.5 strokes under his average.

Did You Know: Most golfers remember when tour pro Al Geiberger shot 59 in 1977, a PGA tour record. Did you know the professional record for scoring lower than one's age is held by pro Bob Hamilton of Evansville, Ind.? He shot a 58.



George Lambroff (left), manager of telephone facilities at Fort Wayne GE, and **Jim Brenock** (right), who is in charge of the new telephone project at GE, go over telephone training materials with GTE communications service advisors **Julie Gilland** and **Sahida Morrison**. User training will take place July 8-16.

Telephone training starts July 8

User training on Fort Wayne GE's new digital telephone system will be conducted at GE locations beginning July 8.

The new internal GE telephone directories will be distributed at those sessions instead of being mailed to users as in the past, says **Jim Brenock**, Area Services manager in charge of the project.

Users have received notification of the times they are to attend training sessions.

"Those notifications contain important information, so people should be sure to bring them to their training session," says **Brenock**.

The 1-1/2 hour training sessions will be conducted at Broadway and Taylor Street locations July 8-14 and at Winter Street July 15-16.

About 1,500 employees will learn how to use the systems' time-saving and cost-saving features including call transferring, call forwarding and camp-on with call-back.

Representatives from each work area, about 50 in all, will receive additional training as communications leaders. Each will receive 1½ days of instruction so they can help fellow employees when they have problems and can train new employees.

Adlets

FOR SALE

- 73 CHEV. WAGON**, full pwr, good cond., needs paint, \$500 or offer. 483-2098.
- 73 SUZUKI 50**, sell as is, \$150 or best offer. 485-4314.
- HEEL TO REEL**, \$300; riding mower, \$100; 7.5 HP motor & boat. 489-3121.
- SHAG CARPET**, 42 sq. yds., multi-color, rst, bwn, grn, \$35. 749-0862.
- SAS STOVE**, 6 yrs. old, \$175 or best offer. 745-7448.
- WORK BENCH**, 45"x31"x36"; miter & saw, both ex. cond., \$25. 424-2956.
- 74 MOBILE HOME**, 14'x72' w-8' ext., 3 bdrms, 2 baths. 489-6826.
- 73 EL CAMINO**, 350, auto, air, tilt whl, alum. cap, \$1,500. 484-8742.
- 6" SOFA** w-chair, bwn, fr. cond., \$50. 483-1677.
- 79 HONDA ZR 50**, ex. cond., \$325. 637-6500.
- INSULATED TOYOTA CAP.** 623-3184.
- 61 CORVAIR**, good motor & body, good investment, act. miles, 89,000. 424-7125.
- CAR TOP CARRIER**, 6', vinyl, \$10. 447-1077.
- HOLLYWOOD SINGLE BED** w-box springs & matt., good as new. 483-8638.
- HUFFY RIDING MOWER**, 24", like new, best offer. 424-6184.
- 74 EVINRUDE 25 HP BOAT MOTOR**. 422-4406.
- 72 SUPER BEATLE**, like new, super clean, rebuilt engine, \$1,675. 627-2429.
- IRON MAN WATER SOFTENER**, 1½ years old, super cond., home or cottage. 485-9737.
- PEACH SATIN BEDSPREAD**, plus sham, dbl sz, hand quilted, \$47. 485-1709.

- POKER TABLE**; 10 spd bike; motorcycle, 175 CC. 432-6425.
- SPINET PIANO**, \$500. 432-2328.
- '71 NOVA**, one owner, 82,700 miles, very good cond., best offer. 432-1870.
- OVAL BRAID RUG**, 9'x5', \$60; girl's bike, \$15; hanging cane lamp, \$20. 744-9479.
- GRABILL BANK STOCK**, 25 shares. 627-2597.
- TIRES**, 5, A78-13, good, \$15. 485-8766.
- DRIVE THRU CAMPSITE**, Yogi Bear, Piercetown, IN. 627-2764.
- '78 KAWASAKI 650**, custom paint, chrome, many extras, \$1,600. 744-3056.
- GOLF CLUBS**, 2 full sets w-bags & carts. 484-2888.
- GIRL'S TWIN BED**, dresser w-swinging mirror, \$85. 493-1477.
- CLARINET**, Conn, wood, w-case, recond.; bumper pool table, slate w-cues, ball, bst made. 747-0241.
- BURIAL CRYPTS** for two in Covington Memorial Gardens. 483-1954.
- '53 CHEVROLET**, 2 dr., 3 spd, \$800. 485-4788.
- GARAGE SALE**, June 25 & 26, 2618 Sandpoint Road.
- MONTE CARLO**, original, loaded, 17,000 miles, \$5,995. 485-2111.
- 10 HP LAWN TRACTOR**, 36" cut, Sears, \$425. 747-9410.
- OUTBOARD MOTOR**, 7.5 HP, full gear shift, remote tank, Sears, like new, \$250, aft. 4 p.m. 447-6302.
- THREE-QUARTER MATTRESS & SPRINGS**, Sealy Posturepedic, \$45. 483-7778.
- CHEST OF DRAWERS**, bed, full sz., w-springs, \$20. 623-6810.
- '72 MAVERICK**, V8, ex. running cond., 3 spd on floor, some rust, \$500, aft. 4 p.m. 485-5764.
- ELECTRIC HANDSAW**, 1.5 HP, 5,300 APM, indus. rated, \$120. 432-0237.

'75 VW DASHER STATION WAGON, new brakes, shocks, clutch, batt., \$1,800 or best offer. 627-5145.

SERVICE

- BABYSIT**, days, near Lutheran Hosp. 745-2764.
- MASONRY REPAIRS**, chimneys, etc., licensed, insured. 447-1442.
- WILL CLEAN YOUR HOUSE OR APT.**, experienced, refs., \$25. 747-5531.
- CONCRETE CONSTRUCTION**, replace, repair, licensed, insured, eves. 446-5643.
- CARS WAXED & interior cleaned**, reas., refs. 432-0805.

WANTED

- LIONEL & American Flyer trains**, any cond., aft. 5 p.m. 1-724-8011.
- USED OVERHEAD KITCHEN CABINETS** for garage. 747-0457.
- MOBILE HOME LOT**, near Ft. Wayne, within 10 miles. 489-6957.

UTILITY TRAILER, 4'x6'. 749-4277.
MOTORCYCLE HELMET, Kathy. 489-5357.
CR78-14 TIRE, bw or ww. 432-1442.
PARTS FOR OLD GRAVELY TRACTOR or complete one good for parts. 489-9335.

FOR RENT

- IN WAYNE DALE**, 3 bdrm ranch, nice, large wooded lot, \$250/month, avail, mid July. 747-4066.
- TWO APARTMENTS**, NW, 2 bdrms, 1-Huffman, 1-Sherman, aft. 6 p.m. 749-0741.
- APARTMENT**, one or two bedroom, furn./unfurn., near GE. 672-3781.

FREE

- FIVE HAMSTERS**, 3 babies, 1 adult male, 1 adult female. 432-0871.
- METAL SHED**, dismantled, you pick up, 10 yrs. old, fair cond. 485-8661.
- PUPPIES**, mixed breed, won't get very big. 1-344-1441.

*ADLETS

GE NEWS BLDG. 18-3
NO ADS TAKEN BY PHONE

INDICATE TYPE OF AD HERE:

- | | |
|-------------------------------------|---|
| <input type="checkbox"/> For Sale * | <input type="checkbox"/> Ride Wanted |
| <input type="checkbox"/> Wanted | <input type="checkbox"/> Riders Wanted |
| <input type="checkbox"/> For Rent * | <input type="checkbox"/> Lost |
| <input type="checkbox"/> Free | <input type="checkbox"/> Found <input type="checkbox"/> Service |

(PLEASE PRINT NEATLY)

Ads must be received only on this form by noon Monday for publication Friday. You may submit only one adlet per issue of the GE News. No more than 40 letters per Adlet, please. Print phone number only on line indicated below. Property advertised must be available without regard to race, creed, national origin or sex.

Name _____

Address _____ City _____

Home Phone _____ Bldg. _____

* The item(s) referred to in this ad are in no way connected with any business venture

Signature _____

In memory

Hazel S. Hudson, Senior Town Apartments, died June 5. She was an engineering assistant in STD, Bldg. 26-2, prior to retiring in 1966.

Philipp Vorholzer, 2221 Eby Ave., died June 11. He was a carpenter in STD, Building 20-1, before retiring in 1967.

GE's Joe Taylor sings praises of retirement living



GE Wire Mill retiree Joe Taylor performs at Franke Park outdoor theater.

Joe Taylor isn't drawing wire any more since he retired from the Wire Mill last year, but he's still drawing crowds with his mellow voice, country guitar and lightning quick grin.

Monday night Joe Taylor and His Red Birds showed that after 34 years in the music business their appeal has not diminished. Children danced in the aisles; teenagers clapped to the rhythm of modern hits like "On the Road Again," and adults reminisced to old-time songs as the Red Birds performed a free country and western concert at Franke Park's outdoor theater.

At age 60, Joe Taylor is still pickin' and grinin' and loving every minute of it.

During one song, Joe wandered the audience in a giant foam-rubber cowboy hat getting his fans to sing along.

"I have fun, and I help others have fun too," he says. A natural entertainer, Joe is working on his second generation of audiences.

The beat goes on

"People who had us play at their weddings 25 years ago are calling us back to play for their sons' and daughters' weddings," says Joe. His own son, Dan, plays drums in the band; and his daughter, Paula Jo, has her own band called Gold Rush.

The two bands will perform together in another free concert at Franke Park Aug. 2.

Joe retired from the Wire Mill last June after 40 years of service at GE. He put his showmanship to use there as well. When potential customers came around for a tour, Joe would show them how wire is drawn and then give them a

card with a sample of wire attached.

"The point is they'd pull out that card later in the day and think of GE. I always felt some of the best potential salespersons in GE were right there on the factory floor — the people who make the product.

"I figured if GE didn't get the orders, I wouldn't make any wire."

Early retirement works for Joe

Joe retired at age 60 with a full GE pension and the maximum supplement of \$150 a month. The supplement is payable until he becomes eligible for Social Security at age 62.

"It'll be a decent income," says Joe.

"I think GE has one of the best pension systems there is today. They put the money to work for you and keep building up the fund by buying sure investments. GE had enough foresight to know that the retiree population is nearing the size of the workforce population. They always keep enough back, and GE itself gets none of that money.

"I think that if Social Security were set up like the GE pension, it would be better off today."

Like many GE pensioners, Joe has found that his retirement seems to be even more active than his working years.

"When you retire, you find a lot to do," says Joe. "The difference is you can forget the clock — there's no hurry.

"And after 34 years the Red Birds haven't slowed a bit."

Neither has their founder, guitarist and lead singer — Joe Taylor, "retired."

GPM sales

Continued from Page 1.

Jones believes GPM's best opportunities for growth in the 1980s are in distributor and international markets.

"We are improving our sales to distributors by expanding our offerings of Energy Saver motors and through private branding agreements," says Jones. "W. W. Graininger, for instance, is the biggest distributor of motors in the world. They buy our motors for resale under our name and under their own brand."

During the 1980s offshore sales opportunities are expected to grow faster than domestic motor markets.

"Countries like Saudi Arabia and Venezuela have wealth, and they are developing rapidly. They want U.S.-made products, and we are doing

everything we can to serve their requirements for motors.

"Other growth areas will be computers, machine tools and robots. All these components of the factory of the future concept will require motors. So you see there are opportunities out there for us to sell motors, and we have had some successes even in this down market."

Jones noted that pump sales have been up significantly in recent months, because of floods. Sales to Liebert, which specializes in computer room environmental control equipment, are also up.

"I think the things we do as individuals at GPM will help make things happen.

"Each of our jobs has an element of quality to it. If we all find ways to do our jobs better and make that quality come through to the customer, business is bound to improve."

Pension payments top \$300 million

Pension benefits paid from the GE Pension Trust reached a record \$300 million in 1981, an increase of \$46 million over the amount paid out in 1980.

Pension administration specialists point out that the 1981 increase was about one and one half times the \$29 million increase of 1980 over 1979.

"Those figures show how the Pension Trust's obligations increase dramatically as the retiree family grows and higher pension payments are made," they say. "It's an indication of why our GE Pension Trust must keep growing to meet the growing obligations of the future."

Last year more than 5,200 retirees were added to the pension rolls. More than 86,000 individuals were receiving GE pension benefits as 1981 ended.

In 1970 the total was about 40,000. In 1960 it was about 20,000.

Those comparisons illustrate one important problem pension planners must keep in mind: The GE retiree family has been more than doubling in size about every 10 years.

The growing number of retirees and, over the years, higher pension payments and increased pension credits earned by current employees mean that the Trust must grow and cannot remain at a constant level.

GE contributed \$4.30 in 1981 for each employee dollar

The Trust finished 1981 with assets of \$6.4 billion at carrying value.

GE pension family doubles each decade

1960 — 20,000 pensioners
1970 — 40,000 pensioners
1981 — 86,000 pensioners

During the year, it had grown as a result of \$443 million from company contributions, \$103 million from employee contributions, and \$601 million from investment income. In other words, GE paid \$4.30 into the Trust for every \$1 of employee contributions.

During the year, the Trust also made pension payments of \$300 million.

Approximately \$2.5 billion in the Trust, together with the income it should earn, will be required to pay the pensions of those already retired. The remaining assets, along with growth from dividends, interest, and other income, are required to pay pensions of those not yet retired.

The General Electric Pension Plan must build Trust assets that can independently pay the pensions earned. Administrators explain that "Most of the dollars contributed in 1981 won't be paid out until well into the future when current employees or their beneficiaries are eligible for pensions. At that time total paid out each year is expected to be much larger than the total paid out today."

BULK RATE
U.S. POSTAGE
PAID
FORT WAYNE, IN
Permit No. 40

Mail, Inc.
1050 S. Anthony Blvd.
Fort Wayne, IN 46803
Address correction requested
(For quickest response, please mail all non-intracompany address changes directly to Mail, Inc. at the address printed above. Be sure to include both your old and new addresses indicating zip codes for each.)

Special Report details contract proposal

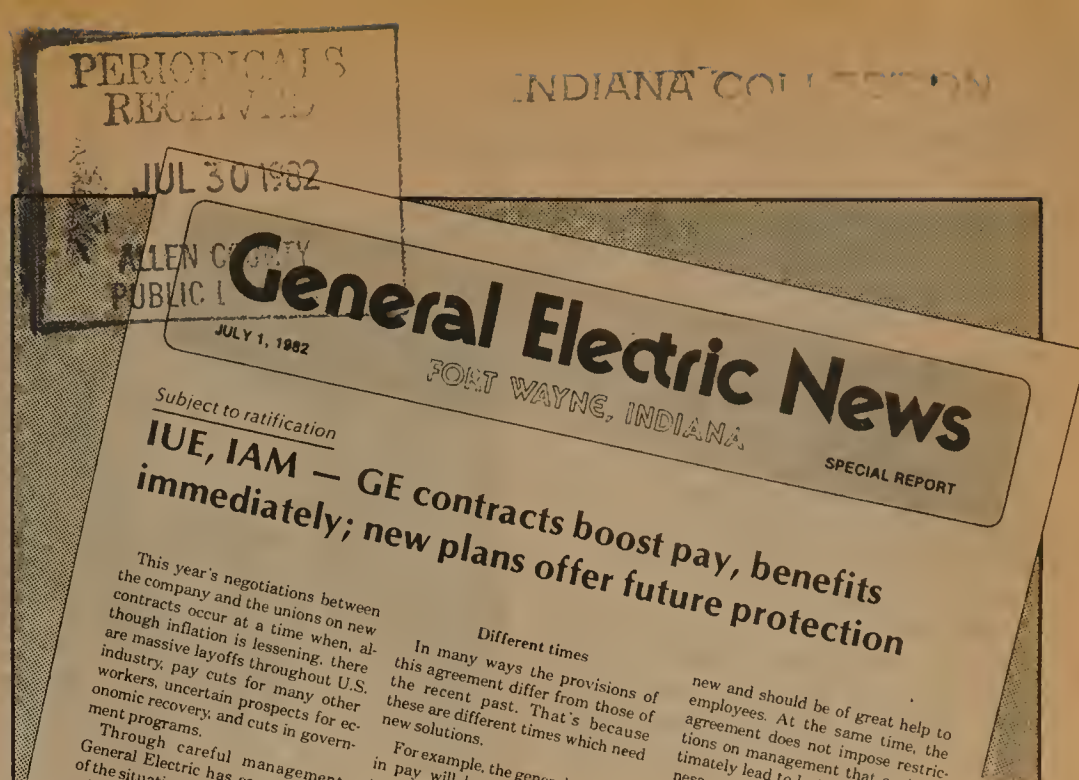
Details of the tentative agreement between the IUE, IAM and GE were released Thursday in an eight-page GE News Special Report. The report, issued jointly by the local unions and the company, contains specifics on the wage, benefits and contract language improvements of the new three-year contract. The contract is subject to ratification by union members.

The IUE has scheduled its ratification vote for Tuesday, July 6, at the Scottish Rite Auditorium on Berry Street. The times are 12:30 p.m. for second shift employees and

4 p.m. for first shift. Third shift employees may attend either session.

The IAM will schedule their ratification meeting in the second week of July following conclusion of local negotiations.

Improvements include an immediate 7 percent general wage increase, plus pay structure improvements for many jobs; significant increases for future pensioners; elimination of the Savings and Security Program dual pay structure; and immediate income protection improvements in contract language.



General Electric News

JULY 2, 1982

FORT WAYNE, INDIANA

VOLUME 64, NO. 26



Stacked up over Taylor Street

A worker dangling from a crane cuts away the top of one of the power house smoke stacks at Taylor Street. Work began this week on removing the three stacks, which have deteriorated since they were erected in 1942. New smooth-sided stacks will be installed over vacation Shutdown at a cost of about \$150,000, says Denver Sarver, engineering specialist at the power house.

Motor markets may not have reached bottom yet

"Order trends are down in most markets, and encouraging news on the economy has been hard to find. It appears we have not reached the bottom yet in many of our motor businesses," General Manager Roger Morey told Components Sales Department employees this month.

CSD provides the principal sales network for motor businesses such as GPM, SMD and HMO in Fort Wayne.

"Right now the market for motors is poor, but there are a few rays of hope," said Morey.

He noted that the appliance market, which is most responsive to the consumer, has bottomed and is showing stability, if not robust recovery. Industry appliance inventories and distributor stocks are extremely low.

"As a result we are operating a very short-cycle business. When customers want motors, they need them right away because they are not stocking much inventory on their shelves."

Many markets headed down

Morey said that while the decline in appliance markets seems to have leveled off, other market segments for motors are still headed down. Historically, he noted, heating and air-conditioning orders have dropped an average of 21 percent in the second half of the year compared to the first half, but this year the drop is expected to be even greater due to the economy and cool weather. SMD here in Fort Wayne serves this market with its 39-frame motors.

On average, other motor markets served by Fort Wayne plants tend to decline in the second half of the year. These include pump, which was strong earlier in the year because of extensive flooding,



CSD General Manager Roger Morey says customer response to CSD programs has been favorable, but many motor markets still have not reached bottom.

commercial and industrial markets.

In addition, key economic indicators are not showing encouraging signs that an economic recovery is close at hand.

The exceptions include a rise in housing starts in May and increased consumer confidence for the last two months in a row.

"Our distributor sales have improved in recent weeks," said Morey. "We have signed up some new customers, but the competition remains tough in the replacement market for motors."

Toshiba of Japan has used low price and a quality product to establish a strong position in the larger motors. We are gearing up for a long-term battle for these sales."

In spite of the historical trend of motor markets to turn down in the second half of the year, many customers have told CSD they expect slightly better second half order rates — if interest rates decline.

Deadly family trait catches up to GE's Wilbur Jones

By Ed Stratton

Wilbur Jones, a GPM bench machinist, did everything he could to prevent heart trouble. "I stopped eating butter, egg yolks, cheese, whole milk, and liver over 15 years ago because my family has a history of heart disease," explained Wilbur.

Nevertheless, 2½ years ago the chest pains started. "Surprisingly, they occurred when I was just sitting around or sleeping, not when I was exerting myself. A doctor told me one artery was 65 percent blocked.

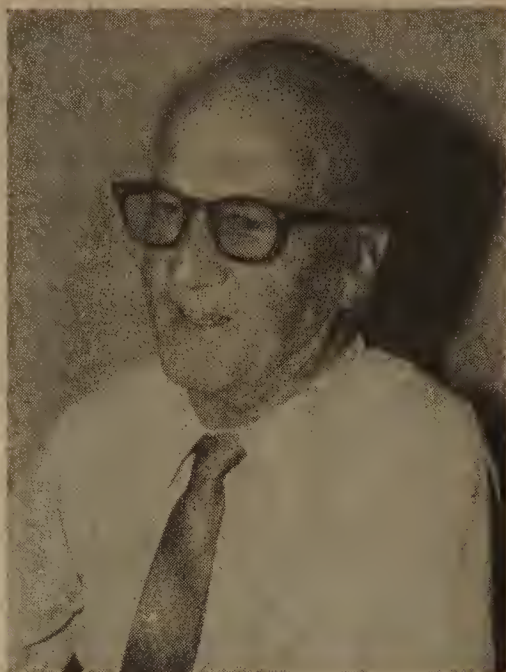
"Although I tried jogging and taking vitamins, the pains were becoming more frequent. After a series of angiograms, my doctor suggested surgery."

In a three hour operation last month, surgeons removed a blood vessel from Wilbur's left leg and used it to make two bypasses around his blocked coronary arteries.

Medical costs hit \$17,000

Two days after the operation he was walking the hospital corridors, and on the eighth day he was released. Arriving home 15 pounds lighter, Wilbur quipped, "the food by itself sure wasn't worth \$12,000 in hospital costs."

Besides the hospital charge, Wilbur has received a \$4,000 surgeon's bill and one for over \$1,000 from the anesthesiologist. "So far, of the \$17,000 in bills, I've had to pay only \$1,000 myself," said Wilbur. "GE



Wilbur Jones, GPM Area Services, tried to elude the heart disease that has affected other members of his family, but he still had to undergo heart surgery. Thanks to the GE Insurance Plan, however, Wilbur has been able to elude all but \$1,000 of the \$17,000 bill.

has picked up the rest."

And although post-operative therapy bills haven't even started coming in yet, Wilbur rests easy because he knows the GE Insurance Plan will pay them.

\$1,000 limit

That's because of the GE medical insurance plan provision which limits out-of-pocket expenses per employee to \$1,000 in any one year.

"If they didn't have that maximum," says Wilbur, "a working man just couldn't afford an operation like mine."

Dental Assistance Plan helps

"I barely lucked out with the dental plan, though," he added. "My wife had been getting some work done, but we didn't know dental coverage terminates after 31 days off work.

"By the time we found out, she'd run up quite a bill. Fortunately, it turned out that her first appointment had been just inside the 31-day period. We also learned that the plan will pay for work begun within the 31 days, even if it continues beyond. This was helpful since she had a follow-up visit after the 31 days were up.

"Although she still has to have another crown put on," Wilbur concluded, "we're going to wait until later this summer when I get back to work."

Another Hoosier helped

The value of GE's insurance plan is also reflected in the experiences of other GE employees and their dependents around the country, who submitted 1.8 million claims and received a total of \$375 in medical expense benefits in 1981. One of the more severe cases involves a GE family in Indiana.

Thirteen-year-old Chris Livingston, daughter of Larry Livingston of GE's Bloomington, Ind. plant, was hit by a car which ran a "stop" sign on a six-lane highway.

Chris was pronounced "dead on arrival" at the University of California's Irvine Medical Center.

However, four minutes later technicians had her heart beating. It stopped once more in the minutes that followed and was restarted. Chris was then connected to high technology equipment that would keep her alive in the days ahead.

Chris had suffered "closed-head trauma" as a result of slamming headfirst into the windshield of the car that struck her. All brain activity had stopped. It was seven days before it began again.

"Only in the past two years has there been technology to keep people with severe brain damage alive long enough for the brain to recover," explains Chris' father.

It will be months before Chris can go home from the Head Injury Rehabilitation Center, and the expenses have mounted.

"To date, GE insurance has paid out \$141,000 for Chris," her father explains. "The insurance clerk at the hospital tells me that my insurance coverage is the best she has seen. There are others in the center whose families have sold everything just to keep them there."

1981 bill totals \$505 million

Company contributes 96 percent of Insurance Plan benefit costs

\$505 million — more than a half-billion dollars.

That's the cost of benefits GE people — employees, dependents, and beneficiaries — received in 1981 under the GE Insurance Plan.

More than 290,000 employees were covered by the plan as 1981 ended.

During 1981, according to the preliminary report on the Insurance Plan, employees contributed \$21 million while the company's cost was about \$485 million. Employee contributions covered 4 percent of the net cost of the plan, while GE contributed 96 percent.

The largest part of the total covered the cost of more than 1.8 million employee and dependent medical expense claims. Employee medical expense benefits hit \$189 million, and

dependent medical benefits reached \$186 million for a total of \$375 million.

Under the Insurance Plan, employees contribute toward medical expense coverage for dependents. A total of 209,000 employees had medical expense coverage for dependents as 1981 ended. Employee contributions for this coverage provided \$21 million of the \$186 million cost of dependent benefits.

Other coverages under the Insurance Plan also resulted in millions of dollars in benefits:

Life insurance benefits during 1981 totalled more than \$74 million, while the cost of accidental death and dismemberment benefits was just over \$2 million.

The cost of Weekly Sickness and Accident benefits amounted to more than \$54 million during the year.

Franklin expects first-half loss

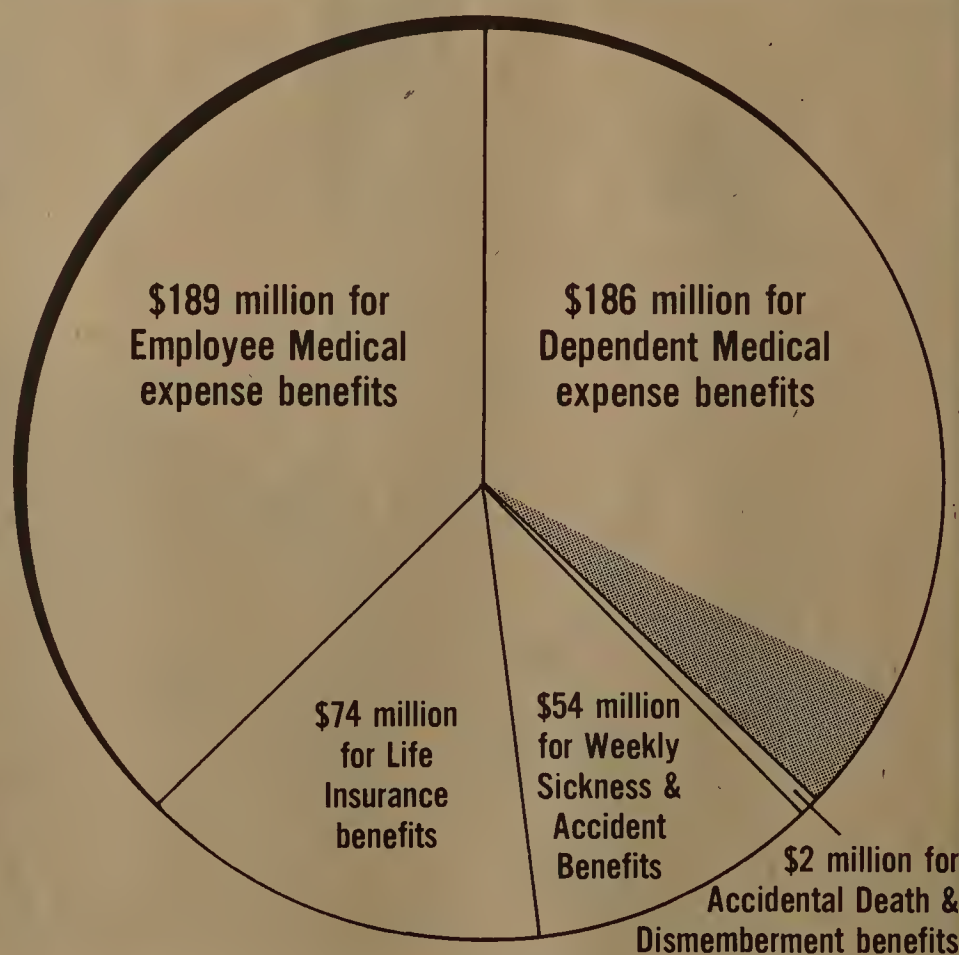
Franklin Electric Company, a GE motor competitor based in Bluffton, Ind., expects to post a loss for the first half of 1982 of about \$200,000, according to a story in the Wall Street Journal.

C. J. Balentine, chairman and chief executive officer, said second quarter earnings will be "at or near

break-even" following a \$225,000 loss in the first three months.

He told securities analysts in Seattle that the recession and high interest rates have depressed sales across almost all product lines. Sales in the second quarter will total about \$37 million, down from nearly \$50 million a year earlier.

Here's how the \$505 million in 1981 GE Insurance Plan benefits was distributed



- Company-paid benefits (\$485 million) equaled 96% of the total cost of GE Insurance Plan.
- Employee contributions for Dependent Medical Insurance (\$21 million) equaled 4% of total cost.

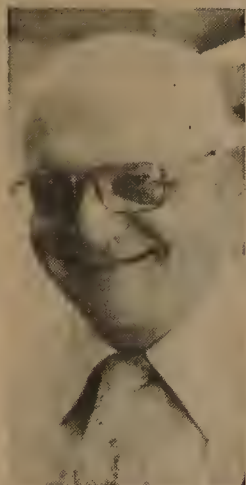
40 years of service



Homer Carson
GPM, Taylor St.



Paul Dull
Bldg. 26-B



Eldon Cunningham
GPM, Taylor St.



Phillip Freiburger
Wire Mill MTO

Employee Assistance Plan keeps on working during vacation Shutdown

During vacation Shutdown, July 19-30, Employee Assistance Plan services will be available for "business as usual," says EAP Counselor Dag Arnold.

He can be contacted at 426-7431, Ext. 2311, (428-3671 after July 16) on the EAP Hotline. He may also be contacted at his office off GE premises at 482-9111.

Dag can arrange to meet with an employee or an employee's family

member at his office in the Fort Wayne Parks Department Building on the corner of Parnell and East State.

"If you prefer, you don't have to come in to the plant during your time off," says Dag. "Vacation Shutdown may be a good time to take a look at how things are going at this stage in your life."

EAP is just a phone call away.

Golf Corner By Roy Brokaw

GE Club Tournament set for July 10

Men's Golf League Low Scores: Doug Pipes 38, Dick Colpetzer 38, 39, Mel Guillaume 38, Dick Macleod 39, Gary Sykes 39.

Ladies Golf League Results: Low gross: Nancy Dusing, Low Net: Lois Perrine, Low putts: Jennie Holderness, Jean Beatty, and Lois Perrine.

Birdies: Doug Pipes (2), Dick Colpetzer (2), Lyle Johns, Thurm Hobson, Jim Closson, Roy Brokaw, Andy Gump, Lee Shaw, Jim Nord, Cal Davis, Dick Hensler.

Putter of the Week: Phil Ross, 12 putts, including six one-putt greens.

League Chairman Jack Starwalt reminds everyone that the annual GE Club Tournament will be held at the Foster Park Golf Course on Saturday, July 10. Get your foursomes together and call Jack Starwalt on Ext. 2835 for a tee time.

Did You Know: If you believe what other golfers say, almost everything the player does falls into three categories — slightly wrong, wrong and disastrous. No one ever learns to play this game as well as he or she would like, not even the pros. The important point is, never give up on a hole. Try to keep your misses to a minimum, because your next shot could be a stroke saver.

General Electric News

Published weekly by the General Electric Company, an equal opportunity employer, in the interest of all GE employees and their families here. May not be reproduced in whole or part without express permission of General Electric Company.

GENERAL  ELECTRIC

Chuck Welch, Manager
John Pearce, Editor
Rex Mericle, Chief Photographer
Gloria Smith, Adlets
Betty Gildewell, Proofreader
1635 BROADWAY
PO BOX 2204
FORT WAYNE IN 46801
Phone 426-7431, Ext. 3441
(Dial Comm. *8-322-3441)

Adlets

RIDE WANTED

AUBURN, E. FIRST STREET, TO BROADWAY, 2nd shift, Ext. 2125 or 1-925-1988.

FOR SALE

BABY FURNITURE: playpen, bassinet, carriers, etc. 445-9143.
REFRIGERATOR, nice, \$60; Pontiac 389 engine, \$150; '65 Galaxie hood, \$20; Vega htchbk cover, \$20. 447-5910.
79 KAWASAKI KZ400, like new, 2,300 miles, \$1,250. 485-8871.
APACHE CAMPING TRAILER, hdtop, slps 8, ex. cond. 749-8975.
79 FORD COURIER, 4 spd, 25,000 miles, 2,300 motor; \$3,500. 488-2009.
78 YAMAHA 400, ex. cond., 4 tires, mono shocks, new batt., \$695. 747-4030.
AIR CONDITIONERS, 2; 16" chain saw; exercise bike. 426-4485.
GAS INCINERATOR, Basmor, 2 bu. cap., good cond., \$40. 744-1804.
73 SUZUKI GT 380, ex. cond., \$500. 482-1295.
68 CORVETTE, '73 eng. elect ign, PS, 4 spd, soft top. 627-5934.
PATIO SET, iron mesh, round table & 4 chairs w-cushions. 1-837-7611.
66 T-BIRD, ex. cond., all options, landau top, \$1650. 447-4037.
73 CHEETAH TRAVEL TRAILER, 23', self-cont., slps 8, many acces., \$2,300. 639-6529.
BOLEN'S 8 HP RIDING MOWER, good cond. 747-3643.
EXERCISE BIKE, Walton, hvy dty, \$65; lady's dome hair dryer, \$10; manual typewriter, \$40. 747-3871.

TUB WHIRLPOOL; water softener; stereo; incinerator. 693-3637.
VINTAGE DRESSING VANITY, \$85; Lane cedar chest, \$235. 426-2631.
'53 CHEVROLET, 2 dr, 3 spd, \$800. 485-4788.
SCHOOL BELL w-steel posts. 627-2007.
COMBINATION ALUMINUM SCREENS & WINDOWS, 7, various szs, \$75/all. 485-9244.
LOUNGE CHAIR, Strato, grn stripe, good cond., \$60. 747-6273.
'74 CHEV CAPRICE, auto, V-8, PS, PB, air, 4 dr., 44,000 miles, \$1,150. 747-5461.
WEIGHT SET, 110 lbs., incl. bar, dumbbells, bench, \$40. 744-5170.
HOLSTEIN STEERS on dry feed, 10, \$135 ea., will sell any number. 1-824-2899.
JOHN DEERE MOWER, old; 4 iron wagon whls. 489-9453.
25" COLOR TV, Sears, remote contrl, elec. tuner, \$325; 9" color TV, Sharp, \$125. 456-7392.
10 HP SEARS LAWN TRACTOR, 36" cut, \$425. 747-9410.
ZIGZAG SEWING MACHINE, wood cabinet w-case, 24 cams. 483-3373.
DELUXE WEIGHT LIFTING BENCH, like new, \$45. 493-4125.
'75 VW DASHER STATION WAGON, new clutch, shocks, brakes, batt., \$1,500 or best offer. 627-5145.
CONSOLE TV, 21", B&W; port-a-potty; elec. 15 hp fish motor. 483-0754.
WOODEN SCREEN DOOR, 80"x32"; traverse decorative rod, 53"-96". 432-8644.
WOODS M-5, 3 PT BRUSH & GRASS MOWER, like new, cost \$880, sell for \$650. 248-8702.
DOUBLE OVEN GAS RANGE, 30", auto controls, clean, \$100. 484-5030.
15' THOMPSON BOAT, 35 HP Johnson motor, w-trailer, \$600. 623-3220.
'72 BSA, runs good, sell or trade for anything. 484-3695.
MOBILE HOMES, 2, 3 bdrms. 489-5766.
PING PONG TABLE, \$5. 456-8371.

TRS-80 COMPUTER, cassette recorder games, BASIC language, Lvl II, priced to sell. 493-2983.
SIGNATURE SEWING MACHINE & cabinet, good cond., \$75. 1-925-3462.
'68 PLYMOUTH SATELLITE WAGON, \$275, aft. 6 p.m. 693-3112.
GAS RANGE, Kenmore, 36", hrvt gold, like new. 493-1630.
MTL KITCHEN CABINETS, base, crnr, wall, no cntr top. 432-2734.
HORSE, registered Appaloosa gelding, incl. saddle, \$550. 1-854-3662.
'69 AC DIESEL 190 XT TRACTOR, overhauled, 100plus HP, HV rear, \$5,500. 637-3482.

WANTED

LIONEL & American Flyer trains, any cond., aft. 5 p.m. 1-724-8011.
CHILD'S CAR SEAT. 456-6902.
USED REBOUNDER, in good cond. 432-1442.
WATER PUMP, prefer paddle pump with or without motor. 447-6740.
CR78-14 TIRE, WW or BW. 432-1442.
SOMEONE TO CUT TREES for free firewood, eves. 432-2625.

SERVICE

CONCRETE CONSTRUCTION, replace, repair, licensed, insured, eves. 446-5643.
PROFESSIONAL PHOTOGRAPHY - weddings, family portraits in your home, custom framing. 432-9753.
BABYSIT, days, my home, near Lutheran Hosp. 745-2764.
CARS WAXED, interior cleaned, reasonable, refs. 432-0805.
WILL CLEAN YOUR HOUSE OR APT., experienced, refs. 747-5531.

FOR RENT

ONE BEDROOM APARTMENT, large, util & garage incl., near College St. gate, \$195/mo. 422-1943.
ONE BEDROOM APARTMENT, unfurn., air, So. Bdwy, remodeled. 456-4742.

FREE

KITTENS. 623-3184.

*ADLETS

GE NEWS BLDG. 18-3
NO ADS TAKEN BY PHONE

INDICATE TYPE OF AD HERE:

☐ For Sale * ☐ Ride Wanted
☐ Wanted ☐ Riders Wanted
☐ For Rent * ☐ Lost
☐ Free ☐ Found ☐ Service

(PLEASE PRINT NEATLY)

Ads must be received only on this form by noon Monday for publication Friday. You may submit only one adlet per issue of the GE News. No more than 40 letters per Adlet, please. Print phone number only on line indicated below. Property advertised must be available without regard to race, creed, national origin or sex.

Name _____

Address _____ City _____

Home Phone _____ Bldg. _____

* The item(s) referred to in this ad are in no way connected with any business venture

Signature _____

In memory

Denver C. Carpenter, 2232 Hathaway Rd., died June 24. He was a press and pin operator at SAC at Winter Street before retiring in 1971.
Osborn B. Kissell, Columbia City, died June 20. He was a plumber for GPM Area Services at East Broadway.

Elsie L. Brechelsen, 6309 Aragon Ct., died June 19. She was a general clerk for SMD prior to retiring in 1950.

Beverly G. Benton, Yorktown, died June 9. She was a sweeper for SMD, Taylor Street, before retiring in 1978.



Suggestion awards total \$525

Power Supply Operation troubleshooters, John Moody and Harold Warner recently received \$262.50 each for suggesting a way to prevent damage to the digital voltmeters used in testing power supply units. During testing, a bad unit will occasionally produce voltage high enough to damage the digital voltmeter. They suggested that placing a high-potential protection circuit on the digital voltmeter's input would protect the equipment from this high voltage.

Employees, retirees can send for Disney discount cards

General Electric employees and retirees are eligible for free membership in Walt Disney's Magic Kingdom Club, at both Walt Disney World Vacation Kingdom in Florida and at Disneyland Park in California.

Some of the specific values of the Magic Kingdom Club include opportunity to purchase special ticket books at both Disney World and Disneyland parks; exclusive family vacations at both locations; a na-

tionwide discount at participating Howard Johnson Motor Lodges; a nationwide 30 percent discount off current time and mileage rates with National Car Rental.

To receive your card, send your name, home address, employee pay number, and a legal-size self-addressed, stamped envelope to:

Georginne Edmon, General Electric Carousel of Progress, Walt Disney World, P.O. Box 40, Lake Buena Vista, FL 32830.

Runners finish third in Corporate Cup race

Paced by the seventh place finish of Joe Barile, GE runners finished third in the local Corporate Cup five kilometer road race June 19.

Teams representing Fort Wayne Community Schools and Lincoln National Life finished first and second respectively. Competing were

11 area businesses. Gary Dunn, 13th, Paul Heimlicher, 14th, Mike Novosad, 20th, and Denise Miller, 41st, rounded out GE's bronze-medal team.

After the race, plans were announced for an expanded 1983 event featuring team relay competition.

Foul Balls snare first win of season

Winter Street moved into a first place tie with Decatur as softball play resumed following two straight weeks of rain-outs.

Standings

	Won	Lost	Tied
Decatur	5	2	0
Winter St.	5	2	0
Thirsty Horde	4	2	1
Tacky Turkeys	1	3	1
Foul Balls	1	4	0
Shafts	1	4	0

Last Week's Results

Decatur 11, Tacky Turkeys 5; Foul Balls 12, Thirsty Horde 11; Winter St. 9, Shafts 4; Thirsty Horde 9, Decatur 8.

STD suggester

Richard Byall, cut-off machine operator in STD, Building 19-1, displays the \$250 check he recently received for suggesting that STD's lamination steel supplier decrease the size of the wood pallets on which they ship the steel scrolls. Because these smaller pallets can be re-used within STD, the department doesn't have to purchase as many material handling pallets for shop use.



12 choose retirement life



Margrett Hamblin retires with 12 years of service. She began in stack at STD, Broadway. Her final assignment was insulate in HMD, Building 17-3. "I enjoyed working at GE.

Wages were good — insurance too. Winters I'll piece and quilt quilts to sell. I'm interested in gardening and going fishing."



Joseph L. Alexander retires with 34 years of service. He started on anneal punchings, FHP Motor, Building 4-2. His final assignment was coil insulator, GPM, Winter Street. "I have

enjoyed the many friends that I have worked with. Many thanks to them. I plan to fish, travel and enjoy my retirement — also some civic work."



Paul J. Stemmler retires with 41 years of service. He began on a test motor assignment in Building 4-2 and retires as a guard at the Broadway Main Gate. "GE has been a super place

to work. I will miss the people. I plan to spend a lot of time at my cottage at Pretty Lake fishing and fishing and fishing."



Thomas J. Kirk retires with 41 years of service. He began on connect and pre-assemble in STD, Building 26-2. He was a tester on his final job in STD, Building 26-3. "I plan on enjoying

each day the best way I can and doing some work around home, watching my grandsons grow and doing some traveling."



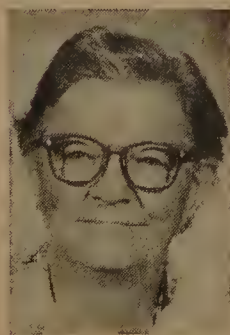
Melvin M. Franke retires with 41 years of service. He started in the Apprentice School, and his final assignment was jig and fixture builder in GPM, Winter Street. "Thank

you, GE. I plan to live one day at a time, travel, restore antiques, etc. GE people are the greatest."



Raymond L. Fischbach retires with 41 years of service. He began on handle finish punch at GPM, Building 4-5, and retires as GE Club supervisor. "My career at GE

has been very satisfying. Now I'm planning on a new career in loafing, fishing, messing around, etc.



Opal A. King retires with 16 years of service. She started and retired as a stacker at STD. "I shall do some traveling, gardening and catch up on some things I have wanted to do

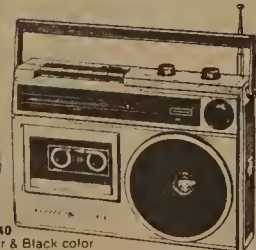
around my little 'castle.' "

The following employees are retiring but chose not to have their photographs in the GE News: Harry Dull, set up winding machines, GPM; C. Marie Lambert, lead maker, GPM; Betty M. Rygowski, coil injector, GPM; Willa M. Bryant, lead department, GPM; Richard W. Dochterman, manager-advanced mechanical engineering, SMD.

New!

Record direct from Radio

GE. We bring good things to life.



AM/FM
Radio Cassette Recorder

• Built-in AC line cord • Direct "on air" recording • 5 pushbutton tape operation • Vernier tuning • Automatic Recording Level control

Suggested retail value: \$54⁹⁵
Pre-introduction market test price: \$27⁷⁷

YOUR EMPLOYEE STORE
1030 Swinney 10-5:30 M-F

General Electric News

JULY 9, 1982

FORT WAYNE, INDIANA

VOLUME 64 NO. 27

IUE membership ratifies 1982-85 contract

Representatives of the International Union of Electrical Workers (IUE) notified General Electric this week that their memberships have ratified a new contract for 1982-85.

John Carpenter, president of IUE Local 901, reported that 93 percent

of the union members who voted in Fort Wayne Tuesday favored ratification.

The company has received a memorandum of settlement from the United Plant Guard Workers of

America but no notice of ratification as of press time this week.

Negotiations with the International Association of Machinists (IAM) Lodge 70 are continuing.

The new contract with IUE in-

cludes an immediate 7 percent pay increase in hourly and nonexempt-salaried pay rates, extra pay increases through a modification of the rate structure, new income protection features, and a number of pension and benefit improvements.

Employees react to contract

The GE News interviewed Fort Wayne employees to get their reactions to the new 1982-85 contract between the IUE and the company. Here are their replies.

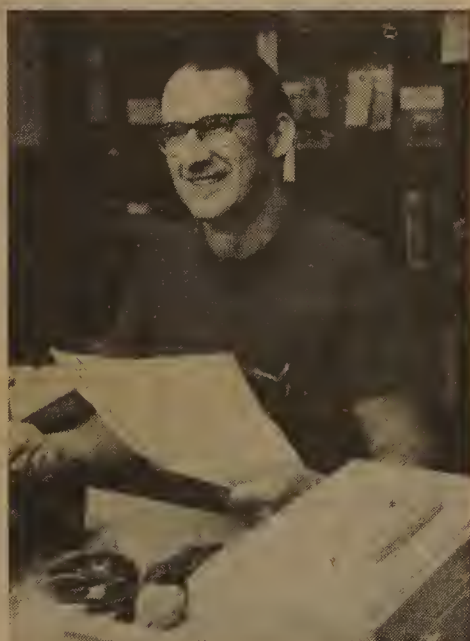
New contract too good to be true?

"The question this contract raises in the back of my mind is I hope we're not pricing ourselves out of any jobs," said Dick Rose, electronic technician for STD in Building 26-B. "With the economy the way it is, it's hard to stay competitive. I think it's an outstanding package — almost too good to be true in these times."

"The 7 percent pay increase is nice if you're working, but if it makes us less able to compete I don't know."

"I like the fact we don't start paying into the pension until we've earned \$12,000. And taking away the penalty for being in the Savings and Security Program amounts to a pay increase for me."

"I'm already in S&SP. I just wish I'd gotten in sooner. I don't think a lot of people realize they can make over 16 percent on their savings in the HP Interest Fund."



Dick Rose, Specialty Transformer

I don't think you could do better than that even if you had \$10,000 or \$20,000 to invest."

Thurber welcomes S&SP 'pay increase'

Dan Thurber, stator welder at HMO, Building 17-1, said his reaction was "favorable."

"I think the contract was good compared to the economy. My one reluctance is that I'm still worried about job security. I'm here to stay until I retire."

"Since I have 18 years in, I particularly like the extra week of vacation for those with 20 years of service. It was a big stretch between 15 and 25 years to get that fifth week of vacation."

"I'm really tickled with the 6 cents an hour I'll be getting back. That's how much I dropped to get into the Savings and Security Program. If you add the S&SP differential, plus the across-the-board increase, plus the structure bonus I'll come out pretty good."



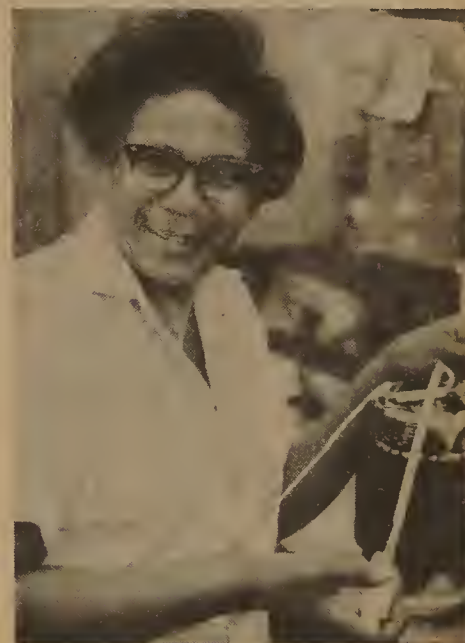
Dan Thurber, Hermetic Motor

Ann Russell likes pay increase best

Ann Russell, a crimper at HMO, Building 17-3, said, "I really wasn't looking for anything in the new contract. I think what we got is really nice at a time like this. I especially liked the money we'll be getting, the insurance and pension plan improvements."

"We need the money. I think it's a fair contract."

Ann has 18 years of service at HMO.



Ann Russell, Hermetic Motor

Pension hikes just what Shough was waiting for

Delbert Shough, Warner Swasey machine operator at GPM, Broadway, Building 6-3, put off retiring until after the contract and is glad he did.

"The contract is a little better than I thought we would get. I think it's a pretty good package. I especially liked the pension improvements and the fact they take effect July 1."



Delbert Shough, GPM

'Good overall,' still concerned about job security

"I think it's pretty good overall," said Dan Wheeler of the new contract. Dan is a shaft grinder at GPM, Broadway.

"My one concern is trying to keep work from going overseas. If you don't have the work, you can't enjoy the benefits. I have 20 years in, so I will get the extra week of vacation. I also like the fact we don't have to start paying into the pension fund until we've earned \$12,000 in a year. That's \$3,000 more than we had before."



Dan Wheeler, GPM

Reservations, ballots due Aug. 25 for Quarter Century

Reservations for the 1982 Quarter Century Club Outing can be made at the same time as ballots are cast for new officers by mailing in the form at right.

The outing will take place Sept. 11 at the Memorial Coliseum. All mem-

bers who have attained 25 or more years of service are invited to participate in the fellowship, food and door prize drawings.

The form should be mailed so that it reaches Betty Thompson at the address shown by Aug. 25.

President



Helen Deahl
GPM, Taylor St.



Art Rasor
Wire Mill



Marge Evans
GPM, Taylor St.



Joan Hoover
SMD, Bldg. 4-6

Assistant Secretary

Director



Betty Campbell
GPM purchasing



Alberta Malcolm
STD, Bldg. 19-1



Robert Baker
GPM, Decatur



James Pollock
GPM, Decatur

Director

Quarter Century Club

Outing Reservation Form

Outing: September 11, 1982

Reservation deadline: August 25, 1982

☐ Yes, I will attend

☐ Sorry, I can't make it

Signature _____



Election Ballot

(Each member should cast a total of four votes)

President (Vote for one)

- ☐ Helen Deahl, Taylor Street
☐ Art Rasor, Wire Mill

Assistant Secretary (Vote for one)

- ☐ Marge Evans, Taylor Street
☐ Joan Hoover, 4-6

Director (Vote for one)

- ☐ Betty Campbell, Taylor Street
☐ Alberta Malcolm, 19-1

Director (Vote for one)

- ☐ Robert Baker, Decatur
☐ James Pollock, Decatur

Mail this entire form to: **Betty Thompson**
General Electric
2000 Taylor Street, P.O. Box 2205
Fort Wayne, IN 46801

CLASS "E" TRUCKLOAD SALE! Limited Quantities

Following is a partial listing of the values you will find during this sale:

Radios & Clock Radios

7-2705E MINIATURE AM RADIO	\$ 5.99
7-2650E DELUXE AC/DC AM/FM PERSONAL PORTABLE	13.99
7-2840E AM/FM INSTANT WEATHER	14.99
7-2880E SUPERADIO HIGH PERFORMANCE AM/FM	40.99
7-4800E TOUCHTIME ELECTRONIC DIGITAL CLOCK RADIO	32.99
7-4880E PROGRAMMABLE CLOCK RADIO	52.99
7-4655E SPACE SAVER CLOCK RADIO	24.99
7-2964E MULTIBAND RADIO	46.99
3-5900E "HELP" CB RADIO	54.44

Tape Recorders & Stereos

3-5270E "ESCAPE" PERSONAL STEREO	40.99
3-5285E MINIATURE AM/FM STEREO RADIO CASSETTE	89.99
3-5151E AC/DC PORTABLE CASSETTE RECORDER	21.99
3-5214E PERFORMANCE AM/FM CASSETTE	48.99
3-5340E 2-SPEED MICRO- CASSETTE CAPSTAN DRIVE	44.99

Housewares

DCM10E AUTOMATIC DRIP COFFEE MAKER	17.99
DCM15E BREWSTARTER COFFEE MAKER	26.99
T26E TOAST 'n BROIL TOAST-R-OVEN	32.99
EC32E ELECTRIC CAN OPENER	8.99
EDS1E ELECTRONIC DIGITAL SCALE	20.99
FP1E FOOD PROCESSOR	36.99

**WE WILL BE OPEN
DURING SHUTDOWN**

Your Employee Store

1030 Swinney
10:00 AM - 5:30 P.M. Mon. - Fri.



GTE Instructors Sahida Morrison and Julie Gilland (standing) teach GE's communications leaders the features of the new telephone system that goes into operation July 17. Seated from left are Cindy Doudt, STD; Maggie Slack, GPM; Birdie Mollet, Group Purchasing; Peggy Gunter, MTO, and Betty Clevenger, SMD, Building 4-6.

Use of direct dialing important

Telephone user training begins

Training for users of the new digital electronic telephone system for Fort Wayne GE began this week. About 1,500 employees will receive 1½ hours of training so they will be prepared for cutover to the new system July 17.

George Lambroff, manager of telecommunications, who is in charge of the telephone project, emphasized the importance of GE employees notifying family members of telephone number changes at work.

"Because of the new direct inward dialing feature, people outside GE will be asked to call the person, area or department they want to contact directly by dialing 428 plus the four-digit extension number.

"Employees need to take personal responsibility for obtaining their

supervisor's new telephone number and any other number they might need. These numbers should be posted at home so family members can contact employees in case of an emergency."

Lambroff also noted that cards are available in the telephone offices for use by departments in notifying vendors, customers and other GE components of their number changes for Dial Comm and outside.

"Direct-Inward-Dialing is an important time and cost saving feature of the new system," he said. "GE is investing \$1.9 million in this project, and the only way it will pay for itself is if employees learn about and take advantage of its cost-saving features."

Golf Corner By Roy Brokaw

Sutton shoots low score of 36

Men's Golf League Low Scores: Bill Sutton 36, 38, Roy Brokaw 37, Eben Cobb 38 (2), Wayne Spratt 38, Dean Rodenbeck 38, Jerry Gottschalk 39, John Morris 39.

Birdies: Bill Sutton (4), Glenn Cole (3), Steve McBride (2), Dean Rodenbeck (2), Wayne Spratt (2), Merle Keesler, Joe Nicolosi, Roy Brokaw, Phil Ross, Greg Van Horn, Eben Cobb, John Morris, Jack Starwalt, Dale Baeske, Jim Witzigreuter, John Segyde, Dick Mills.

Sandbagger of the Week: Carl Lommatzsch 42, 7.9 strokes under his average.

Did You Know: If you are an average golfer with a below average short game, you are using up about 60% of your total strokes on or near the green. Golf is played from tee to green, but golf is won with the shots you make from 60 yards on in. Practice this "stroke saving" short game and watch your scores improve.

40 years of service



Robert Langdon
AR&DL, 19-5



Cecil Strong
AMO/MTO



Jerry Koehl
Plant protection



John Dimond
AMO/MTO, 19-4

Adlets

FOR SALE

PATIO DOORS, 2, \$100 each; '69, 9.8 HP Mercury, best offer, ex. cond. 484-7812.
BEER CANS, over 100, foreign & domestic. 432-6170.
'72 DODGE, ex. cond., \$1,500 firm. 426-4211.
30" DOUBLE OVEN GAS RANGE, auto. controls, clean. 484-5030.
'71 NOVA, 83,000 miles, very good cond. 432-1870.
'71 VW SUPER BEETLE, 34 MPG, 66,000 miles, no rust, ex. shape, \$1,350. 627-5997.
NEW TRIAXIAL CAR SPEAKERS, 6x9, \$45; Rickenbacker guitar. 483-4522.
'72 FORD VAN, 6 cyl., 3 spd., T/A radials, extra heater, insul., \$650, aft. 4 p.m. 422-6279.
KITCHEN SINK w-counter top, two compartments. 483-5672.
COMPACT REFRIGERATOR, 4.4 cu. ft.; Farberware turbo oven. 745-7269.
AKC SIBERIAN HUSKY, 1 yr. old female, blue eyes. 456-2555.
KING SIZE BED, extra firm, like new, \$275. 432-1287.
BUMP PUMP & 45' hose, 1 1/4", \$55. 424-2956.

'78 WILDERNESS RV, 20', slps 6, 14' awn., extras, very clean. 447-5918.
WORLD'S FAIR TICKETS, 7. 1-824-3466.
PEDAL SEWING MACHINE. 1-824-0753.
JOHNSON OUTBOARD GAS TANK, 6 gal., \$20. 747-5461.
'81 OMEGA BROUGHAM, 4 spd, 6 cyl, AM-FM cass., \$6,000 or best offer, aft. 6:30 p.m. 745-5049.
PORTABLE WASHER, Hoover; dinette set, red & black. 627-5819.
USMC DRESS BLUE NCO TUNIC w-2 pr. trousers, sz 30-34, \$50. 745-9602.
MOBILE HOME on large lot, 3 bdrms, closed in, north. 432-3794.
'72 FORD TORINO STATION WAGON, clean, runs well, needs brakes, \$500. 485-7756.
WATER SOFTENER; '75 Fiat 131, good cond; '79 F-100 pick-up, low miles. 485-1707.
30 GAL. AQUARIUM, stand & fluor. light, \$48. 493-2241.
SUFFOLK EWES, 5, 1&2 yrs. old, \$50 ea.; 4 Holstein calves, approx. 325 lbs. 824-2899.
BAVARIAN CHINA, 48 pcs., hand painted, aft. 4 p.m. 747-2295.
AIR CONDITIONER, 3 ton, used 2 yrs. 432-1367.
'30 DEPRESSION OAK TABLE, 6 chairs, buffet, ex. cond., \$475 or best offer. 485-6602.
OLD ALBUMS: B. Crosby, Frankie Carle, Tex Ritter, Eddie Duchin, E. Piaf. 456-8170.
TWIN SIZE WATERBED, good cond., best offer. 483-5027.

'78 YAMAHA 400, ex. cond., 4 tires, mono shocks, new batt., \$695. 747-4030.
GOLF CLUBS: 10 Hagen irons, 4 wds, bag, \$75, good cond.; large bag, ex. cond., \$35. 483-0644.
FISH BAIT — leaf worms, \$2/100. 424-8351.
30" LAWN SWEEPER, Craftsman. 485-8429.
GE 21" B&W TV, prtbl, w-stand, good cond., \$25. 745-3050.
DESK & CHAIR, \$45, med.; Kenmore sewing machine w-cabinet, \$50. 744-9479.
BICYCLES: 3 whl adult, girl's 20", boy's 20", 2 tandems. 747-5510.
TIRES, 4, good, A78x13, \$25/all. 485-8766.
MATTRESS, full sz., like new. 745-7319.
HOUSEBOAT, 32'; steel pontoons, 35 HP Merc. & trlr. 432-5913.
MOTORIZED DELTA WORKSHOP w-sander & attachments. 745-7984.
AKC SCHNAUZER, male, 2 yrs. old, salt & pepper, hsbkn. 484-0107.
'74 MOBILE HOME, 14'x72', 8' ext., 3 bdrms, 2 baths. 489-3600.
SPINET PIANO, 30 yrs. old, mahogany wood, \$495 firm. 432-2328.

WANTED

CR78x14 TIRE, ww or bw. 432-1442.
LIONEL & American Flyer trains, any cond., aft. 5 p.m. 1-724-8011.

DROP OFF SERVICE TO HOUSTON, TEXAS.
745-5936.

SERVICE

CONCRETE CONSTRUCTION, replace, repair, licensed & insured. 446-5643.
PROFESSIONAL PHOTOGRAPHY - weddings, family & ind. portraits, copy work, custom frmg. 432-9753.
HANDYMAN, reasonable, references. 440-0023.
WILL CLEAN YOUR HOUSE OR APT., experienced, references. 747-5531.
BABYSIT, days, 1 block from Lutheran Hospital, privacy fence. 745-2764.

FOR RENT

CROOKED LAKE, 3 bdrms, nice beach, \$275/wk., July & Aug., prefer family. 238-4793.
LARGE APARTMENT, 1 bdrm, util & garage, near College St. gate, \$195. 422-1943.

FREE

PUPPIES, 6 wks old, mother Elkhound, father SUD. 1-565-3161.
CAT, female, short-haired, declawed, spayed, between 12-5 p.m. 447-2107.

Elex August calendar

- | | |
|--|---|
| 2 — Partizan Chapter Board meeting, 11:30 a.m., Alexander's Restaurant, 3005 E. State St. | p.m., Building 18-3 Conference Room. |
| 6 — Quintus Chapter Board meeting, 9:30 a.m., El-Black Rose Restaurant, 1313 W. Washington Center Road. | 17 — Partizan Chapter meeting and pot-luck dinner at Coldwater Lake. |
| 11 — Pen-El Chapter tours to Telephone Museum and McMillen Center for Health and lunch at Richard's Restaurant on the Paulding Road. | 20 — Quintus Chapter meeting and pot-luck dinner at Lake George. |
| 16 — Elex Executive Committee meeting, 4:45 p.m., Building 18-3 Conference Room. | 23 — Honor-ettes Chapter meeting, 1 p.m., Salem United Church of Christ, 2401 Lake Ave. |
| | 26 — El-Par Chapter picnic, noon, 7910 Coldwater Road. |

In memory

Walter W. Kammeyer, 1327 Wall St., died June 30. He was a materials specialist at GPM, Taylor Street, prior to retiring in 1971.
Gertrude L. Wagner, died June 27. She was a stenographer in STD, before retiring in 1960.
Wehler W. Porsch, Salem, Ore., died June

25. He was a toolmaker for the SIM Department, Winter Street, prior to retiring in 1957.
George P. Miller, 4914 Hatfield Rd., died June 24. He was a machinist for GPM Area Services, Taylor Street, prior to his retirement earlier this year.

Open letter to GE blood donors

To all GE employees:

After receiving excellent support from the General Electric Company and its employees this past fiscal year ending June, 1982, American Red Cross Blood Services is looking forward to kicking off another great year in blood collection with the July 14 Bloodmobile visit at the Taylor Street plant.

Our community was asked to collect a 28 percent increase in blood units over the previous fiscal year which we readily achieved.

We are asked to continue a 5 percent increase each year hereafter.

Blood component needs in our area are increasing every day. Because blood for component usage must be processed within about an hour, Allen County is responsible for supplying most of these components. In fact, about 99 percent of the blood drawn in Fort Wayne is for component usage and is transported immediately from the collection point to the lab.

We contribute one-third of the total collection of blood in our 36 county area.

The continuing efforts of GE employees at all three Fort Wayne plant locations are always most appreciated.

This community certainly benefits from such great company participation.

Marcia Robbins, Director
Allen-Wells Chapter Blood Services

Decatur softball team still in front

In head-to-head softball competition, Decatur knocked off Winter Street to take sole possession of first place.

Last Week's Results

Winter St. 19, Tacky Turkeys 9;
Foul Balls 6, The Shafts 3; Decatur 3, Winter St. 2; The Shafts 20, Thirsty Horde 8.

Standings

	W	L	T
Decatur	6	2	0
Winter St.	6	3	0
Thirsty Horde	4	3	1
Foul Balls	2	4	0
The Shafts	2	5	0
Tacky Turkeys	1	4	1

*ADLETS

GE NEWS BLDG. 18-3
NO ADS TAKEN BY PHONE

INDICATE TYPE OF AD HERE:

- | | |
|-------------------------------------|---|
| <input type="checkbox"/> For Sale * | <input type="checkbox"/> Ride Wanted |
| <input type="checkbox"/> Wanted | <input type="checkbox"/> Riders Wanted |
| <input type="checkbox"/> For Rent * | <input type="checkbox"/> Lost |
| <input type="checkbox"/> Free | <input type="checkbox"/> Found <input type="checkbox"/> Service |

(PLEASE PRINT NEATLY)

Ads must be received only on this form by noon Monday for publication Friday. You may submit only one adlet per issue of the **GE News**. **No more than 40 letters per Adlet, please.** Print phone number only on line indicated below. Property advertised must be available without regard to race, creed, national origin or sex.

Name _____

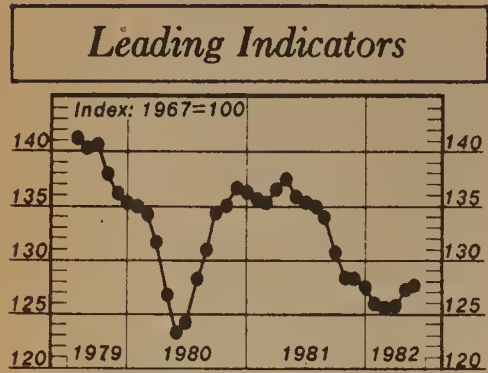
Address _____ City _____

Home Phone _____ Bldg _____

* The item(s) referred to in this ad are in no way connected with any business venture

Signature _____

Lack-of-work results from continuing sales decline



The Commerce Department's key indicators of future economic activity rose in May, but economists worry that the index is signaling a weak recovery. GE motor and transformer markets are still declining.

About 185 Fort Wayne GE employees received lack of work notices this week due to continuing declines in orders for motors and transformers. Affected are about 50 employees at GPM Broadway, 50 at Specialty Transformer, about 45 at Specialty Motor, and nearly 40 at Hermetic Motor, Building 17.

Since the notifications take effect at the end of next week, actual lack of work for most employees affected will begin after vacation Shutdown.

Motor markets down

Although many motor markets

typically slow down during the second half of the year, the drop appears to be even greater this year because of the economic downturn.

Interest rates up

Key economic indicators do not show that recovery is close at hand. Interest rates, which help determine the level of inventories customers are willing to finance, remain high. High interest rates also tend to slow investments in new machines, housing and building construction. The government's index of leading indicators rose in May for the third straight month. Economists, how-

ever, worry that the index, which is used to forecast future economic activity, is signaling a weak recovery.

Housing starts rose in May despite continuing high interest rates to an annual rate of 1.09 million units. This rate is still very depressed from historic levels.

Exports have been hindered by the strong value of the dollar in international markets. A strong dollar makes the prices of U.S.-made goods rise overseas. Higher prices have translated into lower sales of Fort Wayne-made motors to customers in foreign countries.

Emergency Aid Plan works for GE people

Three flood victims receive GE assistance

By Ed Stratton

"Water filled my basement to within one foot of the ceiling," recalled GPM's Helen Hogle, as she recounted her experiences during Fort Wayne's flood of '82.

"I live on Main Street near the Nebraska School," Helen said. "The water came toward the back of my house from the Nebraska neighborhood and up the front walk from the St. Mary's River."

Helen, who repairs stators at Taylor Street's GPM plant, said that because of expenses resulting from a car accident two years ago, she's had to closely watch her money. As the water crept nearer, she wondered how she'd ever be able to pay for flood repairs.

"The river had flooded before, but had never hit us," she said. "When they shut off our electricity and evacuated us, I figured I'd be gone at most a day or so."

She returned two weeks later to find a water-damaged basement and part of her porch washed away. "Repairs to my furnace cost \$300, and I had to buy a new water heater, washer and dryer," Helen said.

Interest rate attractive

"My son works in the power house, and he told me he'd heard about GE's emergency aid for flood victims. When I saw the GE News article, I decided to apply for a \$500 loan because the interest was only 4.75 percent.

"I went to the Red Cross to see about applying for flood relief there," Helen added. "Their loans required 7.5 percent interest, and the man said I was making too much money for a grant. "When I told him what I could get from GE, he said it was the best he'd heard of in town and that if I could get it that's what I should do."

\$1,000 grant

"I'll never forget my last day in Section 15," said Helen. "The plant manager, Otis Price, said he heard I was transferring but that before I left he had something for me. Otis said, 'I understand you applied for a \$500 loan.' I answered 'yes,' and he said, 'well, it's not a loan, it's a grant and you don't have to repay it. Also it's \$1,000 not \$500.'

"Getting that money really helped," said Helen. "I was able to just walk in and pay for the furnace repairs and the new water heater."

Two others helped

Helen was not the only employee helped by GE's Emergency Aid Plan as the result of last spring's flood. In addition to her, a Wire Mill retiree and GPM Winter Street's Keith Parrot also received aid.

Parrot said, "I was fortunate to have flood insurance, but of course not everything was covered." He added, "the GE loan really helped with the difference."

Under GE's Emergency Aid Plan, eligible employees can apply for emergency aid loans and grants up to \$500. This aid is for personal illness, illness or death in the immediate family or other disasters affecting the immediate family of GE people.

In addition, the plan provides disaster relief assistance in the form of loans and grants of up to \$1,500. These are available for GE people

who suffer financial loss from fire, explosion, tornado, or floods, as well as earthquakes and hurricanes.

Departments handle requests

Administrators of the plan in each department have authority to determine what circumstances constitute an emergency under the plan and whose need is sufficient to justify loans and grants. Applicants may be asked to supply evidence of need.



Helen Hogle stands next to the new water heater she purchased with help from GE's Emergency Aid Plan.

PAID
U.S. POSTAGE
BULK RATE

Permit No. 40
FORT WAYNE, IN

(For quickest response, please mail all non-intracompany address changes directly to Mail, Inc. at the address printed above. Be sure to include both your old and new addresses indicating zip codes for each.)

1050 S. Anthony Blvd.
Fort Wayne, IN 46803

Address correction requested

General Electric News

JULY 15, 1982

FORT WAYNE, INDIANA

VOLUME 64, NO. 28

Trainees 'flash' and 'flip-flop'

New phone system goes into operation Saturday

Fort Wayne GE telephone numbers will change Saturday, July 17, when the company cuts over to its new \$1.9 million computerized telephone system.

Beginning on that date, persons calling from outside the plant will dial 428 plus the extension number of the person they are calling, thus bypassing the GE operator.

For instance, to call the GE News a person outside the plant has had to dial 426-7431 and ask for Ext. 3441. With the new system, an outside caller merely dials 428- plus the new GE News extension 3249 and the call goes straight through to the GE News office.

All but a few of the internal GE extension numbers will change Saturday and are listed in the new directories distributed during telephone training in recent weeks.

Dial Comm changes, too

Persons calling into Fort Wayne GE plants using the Dial Comm system also will be using new numbers. The new Dial Comm number is 8*380 plus the internal extension. The old exchange was 8*322-xxxx.

Over 1,500 GE employees received 1-1/2 hours of training the last two weeks on how to use the new push-button equipment. They learned how to "flash," "flipflop," transfer their own calls and how to use other features designed to make telephone



Steve Elett, GPM, points out a feature to Jim Vardaman of SMD during telephone training at Taylor Street Monday.

users more productive with their time.

"We realize it will take time for people to become comfortable with the new telephone features," says Jim Brenock, who is in charge of the project. "There is likely to be some frustration at first, but eventually the new phones will help employees save time and work more productively."

Some of the new features include:

- Call forwarding, which allows a person to forward all calls to another station.
- Camp-on with call-back, which eliminates having to continue calling a number that is busy. The telephone computer can be programmed by the caller to signal when the line is free and to make that call automatically.

• Consultation, which allows the GE employee to hold a call and talk to a third person from the same phone.

Since most employees will be on vacation Shutdown for at least two weeks, they are expected to be a little rusty on the features when they return.

The basic features will be described on the face plate of the new telephones, which will be installed over Shutdown. More information is contained in the new directories, and communication leaders have been trained to help in each work area.

These "comm leaders" received 1-1/2 days of telecommunications training. They should be contacted if problems arise. If the comm leader is unable to provide the



Gert Hamel, HMO, gives Stan Ketzler a listen on one of the new "touch" phones.

necessary information, employees can call "HELP" (4357) on their push button phones for further assistance from General Telephone personnel.

The new computerized equipment is state-of-the-art. It replaces equipment that has been in operation since as early as 1925.

Like other new computerized equipment, the new system may supply some of its own frustrations for a short time as "bugs" are worked out of the system and employees learn how to use it.

But the investment is expected to pay off in more efficient communications that save costs, help businesses better serve their customers and help employees improve their productivity on the job.

EAP continues during Shutdown

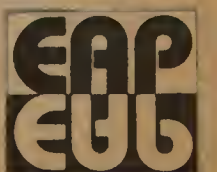
"A change in your job or financial situation, family problems, even a vacation can be a source of stress," says Dag Arnold, Employee Assistance Program counselor.

Dag will be available during vacation Shutdown for confidential meetings with employees or members of their families — on or off GE premises.

To contact Dag prior to the switchover to the new telephone system, call 426-7431, Ext. 2311. After the switch on July 17, the numbers will change to 428-3671 and Ext. 3671.

Dag may also be contacted at his office in the Fort Wayne Parks Department Building at the corner of East State and Parnell. The number there is 482-9111.

Employee
Assistance
Program



Vacation takes care of Weaver's mountain fever



Hazel and Bob Weaver get their bikes and fold-down camper ready for a vacation Shutdown trip to the White Mountains.

Bob Weaver, punch press operator at HMO, will head for the mountains this vacation Shutdown with his wife, son and fold-down camper.

He'll use part of the six weeks of vacation he has earned to visit his son and do some hiking in the White Mountains of New Hampshire.

"We went to the mountains last year and just didn't spend enough time there," says Bob. "I really enjoy it."

He has used recent vacation time to visit a retired brother in Florida, tour the Smoky Mountains and the World's Fair in Knoxville.

Like hundreds of other Fort Wayne GE employees who will use vacation time during Shutdown, Bob will be taking with him the protection of GE insurance and increased vacation pay resulting from the new contract.

Trane agrees to buy GE's central air-conditioning business

The Trane Company of La Crosse, Wis., has agreed to purchase General Electric's central air conditioning business for 1.85 million shares of Trane stock and \$100 million in cash.

Trane is a leading manufacturer of central air conditioning systems for commercial and industrial buildings. GE's central air conditioning business primarily serves the residential market. Its plants in Tyler, Tex., Ft. Smith, Ark., and Trenton,

N.J., have a total of about 2,300 employees.

Businesses in Fort Wayne that are suppliers of motors for GE central air conditioning include HMO, GPM and SMD.

Commenting on the agreement with Trane, James Birle, vice president and general manager of GE's Air Conditioning Business Division, said:

"GE has built a sound position in the residential segment of the

central air conditioning business with a solid product line, strong distribution, and a respected work force. In terms of the competitive forces we see ahead in the marketplace, we believe this action by Trane and GE represents the most effective strategic move to meet the realities of the future of this industry."

Trane's chairman, William Roth, commented that "each company has demonstrated strength and experienced success

in related, but separate segments of the air conditioning industry.

"The opportunity created by this combination not only works in the mutual best interests of the two companies' stockholders and employees, but also enhances the competitive position of the United States' manufacturers in the worldwide air conditioning industry."

The purchase is subject to approval by Trane shareholders and the government.

Neloms explains lack-of-work guidelines for nonexempts

By Ed Stratton

"Until two years ago there were no documented lack-of-work guidelines for non-exempt employees," manager of employment Lois Neloms recently told a group of 19 SMD non-exempt employees. "In 1980, we prepared the guidelines that are used today."

At the chat and chew held in Building 4-6, Neloms explained that workforce reductions result from reduced business activity or reorganization. The non-exempt lack-of-work guidelines are intended to give uniform and fair consideration to all employees affected by lack-of-work. The following description is not meant to be all inclusive. For the complete guidelines contact your employee relations office or central employment.

Who's covered

The guidelines cover all Fort Wayne operations of the Component Motor Division, Specialty Transformer Department, and Power Supply Operation. They do not cover other GE operations at the various service shops and sales offices in Fort Wayne or the DeCatur plant.

According to the guidelines, Neloms said, "whenever it becomes



Lois Neloms, manager of employment, met with nonexempts at SMD recently.

necessary to reduce the workforce, it is the manager's or supervisor's responsibility to determine what skills and abilities are required to perform the remaining work. The employee placed on lack-of-work will receive written notification at least two weeks prior to the last day of work.

"When an individual has been notified for lack-of-work, that's

when the placement guidelines are put in use," continued Neloms. "When looking at possible placements, we consider open jobs and positions for which the employee is qualified. An employee is 'qualified' for jobs previously held or a job requiring similar skills and work experience as the employee has performed in the past, providing they can qualify on that job within 15 working days.

Under the guidelines, an attempt is made to keep the employee working in their present department. "We first look in the department for open jobs of the same grade for which the employee is qualified," said Neloms. "If none is available, the affected employee would bump the shortest service employee on the same job and grade in the department for which qualified. If there was no shorter service employee to bump on the same job, the affected employee would bump on a job of the same grade for which qualified," she said.

"If the employee cannot maintain an equal grade in the department, we then go through the steps just outlined on a plant-wide basis. If after going through these steps, the employee cannot maintain an equal

grade, we start looking at successively lower graded jobs for which the individual is qualified. At each grade, a displacement will be made only after it is determined that the employee is not qualified for any open job at that grade.

In addition to these steps, a non-exempt employee has the opportunity to regrade to a job higher than the one they're presently on. This means they could displace a shorter service employee on a higher rated job which they have previously held and on which they were fully qualified.

Recall rights reviewed

If no placement can be made, the affected employee would be removed to lack-of-work status. Employees on lack-of-work have protected service for one year following lay-off. In addition, laid-off employees with at least one year of continuous service receive 12 months' recall rights for each full year worked. The maximum length of recall rights is 60 months.

Income Extension Aid benefits which provide one week's pay for each year of service are available for laid-off employees with two or more years of continuous service.

Golden Bonus savings extended on central air-conditioning units

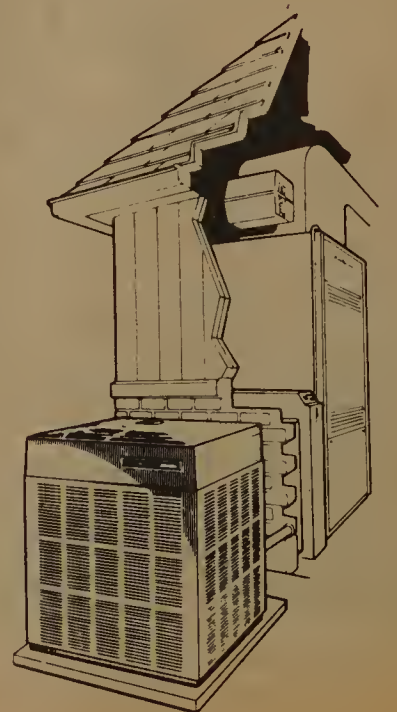
GE's Central Air-Conditioning Department is extending its "Golden Bonus" discount offer to all GE employees through July 31.

The extra "Golden Bonus" discount is in addition to the regular employee discount and applies to selected central air-conditioning equipment and heat pumps.

This extension **does not** apply to room air conditioning models.

The central air-conditioning equipment bonuses range from \$40 to \$165. Together with regular Employee Product Purchase Plan discounts, the "Golden Bonuses" will result in savings that range from \$90 to \$500 on a product, depending on which model is purchased.

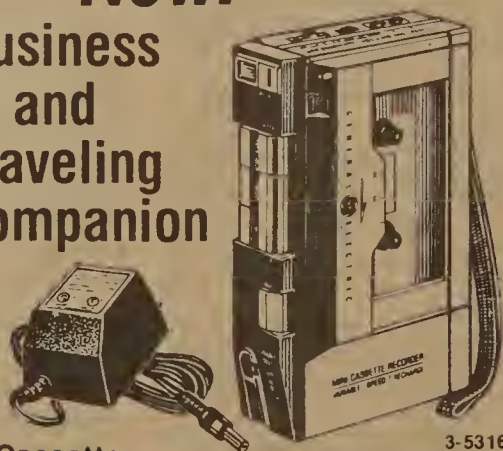
Special flyers posted on plant bulletin boards list the central air-conditioning equipment models on which the "Golden Bonuses" apply and the amount of the extra bonus.



New!
Ideal Business
Partner and
Traveling
Companion



GE. We bring good things to life.



AC/DC Mini Cassette Recorder with AC Converter 2 position "pop-out" mic, variable speed control, digital tape counter and Record/Battery LED indicator.

3-5316

Silver & Black color

Suggested retail: \$64⁹⁵ Pre-introduction market test price : **\$30⁷⁷**

Also, Zonar Alarms now in stock
YOUR EMPLOYEE STORE
1030 Swinney 10-5:30 M-F
OPEN DURING SHUTDOWN

Golf Corner

By Roy Brokaw

Jerry Gottschalk's 71 wins GE Club Tourney

Jerry Gottschalk won the annual GE Club Tournament last Saturday at the Foster Park Golf Course. The winners in the various categories were:

Low Gross: A Flight, Jerry Gottschalk 71; B Flight, Jim Stewart 80; C Flight, Mike Lepper 85.

Low Net: A Flight, Bob Froehlich 66; B Flight, Russ McClure 64; C Flight, Jeff Rambo 64.

Blind Bogey Net: A Flight, Roy Brokaw 60; B Flight, Bill Abel 61; C Flight, John Holmes 62.

Closest to the Pin on the 12th Hole: Al Kruetzman, 8 feet.

Longest Drive on the 8th Hole: Jeff Rambo, Decatur GE, 280 yards.

Other good scores were: Bill Sutton 73, Bob Froehlich 73, Roy Brokaw 77, Al Kruetzman 77, Terry Bashelier 77, Dick Colpetzer 77, Bob Farnbauch 78, Eben Cobb 79, John Elliott 79.

Highlights of the tourney included back to back eagles on holes No. 7 and No. 8 by Jerry Smith and Joe Nicolosi. Both players were in the same foursome and for both it was their first eagle ever.

Cash and merchandise prizes may be picked up from League Chairman, Jack Starwalt, after July 14.

Men's Golf League Low Scores: Bill Sutton 35, Al Kruetzman 36, Russ McClure 36, Glenn Cole 37, Wayne Spratt 39, Eben Cobb 39.

Birdies: Al Kruetzman (2), Russ McClure (2), John Elliott, Earl Stauffer, Don Nelson, Dick Macleod, John Baughan, Dick Colpetzer, Roy Brokaw, Virgil Bullerman, Gene Kelsey, Bill Sutton, Glenn Cole, John Stark, Harold Lehman, Dick Powell, Leland Richardson, Pete Gorrell.

Paychecks available during Shutdown

Hourly payroll checks will be available to employees during the vacation Shutdown on Wednesday, July 21 and Wednesday, July 28 from 8:30 to 11:30 a.m. at the following locations:

- Taylor Street employees — west gate house, Taylor Street.
- Winter Street employees — gate house, Winter Street.

- West Broadway employees — west gate house, Broadway.
- East Broadway employees — Lindley Street gate house.

Positive identification must be presented before any checks can be released, and checks can be claimed only by the employee. Checks not claimed will be released on Monday, Aug. 2.

In memory

Gordon H. Bartel, 1126 Elmwood Ave., died July 5. He was an assembler in SMD, Bldg. 6-2, before retiring in 1968.

Margaret K. Geroff, 5610 Woodheath Ave., died July 4. She was a requisition service clerk for SMD, Bldg. 4-6.

Andrew F. Woodward, Markle, Ind., died July 4. He was an inspector at GPM, Taylor Street, prior to his retirement in 1965.

Harce F. Harmon, Manchester, Tenn., died June 24. He was a punch press operator for the FHP Motor Department, Taylor Street, before retiring in 1950.

40 years of service



"Chick" Morkoetter
Area Services



Clyde Nicholson
STD Bldg. 26-2



Bill Lipp
GPM, Taylor St.

Gate schedule set for Shutdown

West Broadway, Building 19 Gate — open seven days a week, 24 hours a day.

East Broadway Gate — closed both weeks.

Lindley Gate — open Monday through Friday 6 A.M. to 6 P.M. Saturday traffic should use West

Broadway Gate.

Fairfield Gate — open Monday through Friday 1 A.M. to 6 P.M.

College Gate — open Monday through Friday 6 A.M. to 6 P.M.

Building 36 gate will be operated from College Gate.

Foul Balls win 24-9

In last week's GE Club softball action, the Foul Balls sent fair balls flying in a 24-9 romp over Winter Street.

Standings

	Won	Lost	Tied
Decatur	7	2	0
Thirsty Horde	5	3	1
Winter St.	6	4	0
Foul Balls	3	5	0
Tacky Turkeys	2	5	1
The Shafts	2	6	0

Last Week's Results

Tacky Turkeys 15, Foul Balls 11; Decatur 6, The Shafts 5; Foul Balls 24, Winter St. 9; Thirsty Horde 14, Tacky Turkeys 13.

General Electric News

Published weekly by the General Electric Company, an equal opportunity employer, in the interest of all GE employees and their families here. May not be reproduced in whole or part without express permission of General Electric Company.

Chuck Welch, Manager
John Peirce, Editor
Rex Mericle, Chief Photographer
Gloria Smith, Adlets
Betty Glidewell, Proofreader
1635 BROADWAY
PO BOX 2204
FORT WAYNE IN 46801
Phone 428-3249
(Dial Comm.: 8*380-3249)

GENERAL ELECTRIC

Adlets

FOR SALE

'68 MOUNT VERNON MOBILE HOME, ex. cond. 639-6367.
MOVING SALE, many lovely things, furniture. 432-1066.
PARTING OUT '71 COUGAR, 351 Cleveland & transmission. 432-6982.
'75 HONDA CB 200, Fairing, s. bags, new tires, batt. & exh. 1-691-2849.
AIR CONDITIONERS: 1, 4,000 BTU, 115V, \$60; 1, 14,000 BTU, 220V, \$150. 426-4485.
16' SAIL BOAT. 485-4929.
LADY'S SCHWINN BICYCLE, \$49. 745-5230.
'71 VW, super nice, no rust, 66,000 miles, runs excellent, \$1,295. 627-5997.
CAP FOR PICK-UP; good used building materials. 489-9453.
ANTIQUE WHITE SEWING MACHINE w-foot pedal; coat, sz. 16, wht, ex. cond. 426-2442.
ALUMINUM STORM DOOR, 36"x80", right hinged. 447-4723.
WOODEN SCREEN DOOR, 80"x32"; traverse decorator rod, 53"-96". 432-8644.
'77 BUICK SKYLARK, V6, 4 spd, 55,000 miles. 744-3670.
GE DELUXE REFRIGERATOR, gld, ice maker, dbl doors, needs repair, make offer. 747-2663.
10" TABLE SAW, Sears, hvy dty, nvr used, \$175. 493-1176.

GE STEREO; beer cans; 20" Schwinn; radio-controlled car; port. AM-FM cass. 432-6170.
HARLEQUIN PAPERBACK BOOKS, cheap. 484-6769.
USED TV TOWER, good cond., aft. 5 p.m. 432-4611.
'78 YAMAHA 400, ex. cond., 4 tires, mono shocks, new batt., \$695. 747-4030.
LIVING ROOM SUITE, 2 pcs., good, \$75; metal bwn wardrobe, \$15. 432-2853.
CRAGER SS RIMS, 4, 14", good cond., \$100. 745-9602.
BUFFET, Thomasville, 52"x20", good cond. 745-3050.
BERETTA SHOTGUN, 12 ga., auto., case, ex. cond., \$300. 432-7020.
NEW MOBILE HOME, 2 bdrms, on lake 50 miles N. of Ft. Wayne. 1-833-1835.
ACRYLIC ENAMEL PAINT, red, white, etc., \$8/gal. 639-3959.
GARAGE SALE, July 17-18, 2309 Pleasant Rd. 639-3859.
'68 PLYMOUTH SAT. WAGON, good cond., mechanically. 693-3112.
CARTOP CARRIER, adjustable, waterproof cover; toilet & tank. 747-2318 after 5 p.m.

FOR RENT

TWO BEDROOM APT., large, heat & garage furn., Brooklyn. 672-2730.
ONE & TWO BEDROOM APTS., & house, Waynedale. 672-3781.
THREE BDRM HOUSE, Northeast (off St. Joe Rd.), att. garage, screened in porch, shed. 485-1151.
NEW HAVEN THREE BDRM, appls., carpet, air conditioned, gas heat, avail. Aug. 749-0159.

WANTED

FOSTORIA, "Shirley" pattern, esp. salt & pepper shakers. 639-3565.
LIONEL & American Flyer Trains, any cond., aft. 5 p.m. 1-724-8011.
SMALL TWO-WHEEL BICYCLE w-training whls, good cond. 432-8434.
BOAT TRAILER for 12' boat, good cond. 636-7264.
PLASTIC BOWLING BALL, 12 lbs. or less. 483-7577.

SERVICE

CARS WAXED & interior cleaned, reasonable, refs. 432-0805.
CONCRETE CONSTRUCTION, repair, replace, licensed & insured, eves. 446-5643.
PROFESSIONAL PHOTOGRAPHY - weddings, portraits, copy work, etc. 432-9753.

FREE

PIGEONS, 18. 672-2249.

*ADLETS

GE NEWS BLDG. 18-3
NO ADS TAKEN BY PHONE

INDICATE TYPE OF AD HERE:

- | | |
|-------------------------------------|---|
| <input type="checkbox"/> For Sale * | <input type="checkbox"/> Ride Wanted |
| <input type="checkbox"/> Wanted | <input type="checkbox"/> Riders Wanted |
| <input type="checkbox"/> For Rent * | <input type="checkbox"/> Lost |
| <input type="checkbox"/> Free | <input type="checkbox"/> Found <input type="checkbox"/> Service |

(PLEASE PRINT NEATLY)

Ads must be received only on this form by noon Monday for publication Friday. You may submit only one adlet per issue of the **GE News**. No more than 40 letters per Adlet, please. Print phone number only on line indicated below. Property advertised must be available without regard to race, creed, national origin or sex

Name _____

Address _____ City _____

Home Phone _____ Bldg. _____

* The item(s) referred to in this ad are in no way connected with any business venture

Signature _____

GE businesses in 2nd quarter: some up, some down

"The highly polarized business environment we noted in the first quarter is still with us," said GE Chairman John F. Welch Jr. in reporting the company's financial results for the second quarter of 1982.

Welch pointed out that "While the overall level of sales was disappointing, there were several encouraging aspects of the second quarter performance. Operating margin as a percent to sales was 9.5 percent compared with 9.2 percent in last year's second quarter.

"This margin rate improvement reflected strong sales gains by a number of our high technology and services businesses and continuing favorable trends in costs across almost all of the Company's businesses.

"Earnings from aerospace, aircraft engines, medical systems, nuclear fuel and services, information services and our financing subsidiary, General Electric Credit

Corporation, were up \$62 million, 66 percent over the second quarter of 1981.

"Strength in these businesses more than offset the \$33 million, or 10 percent, lower earnings in other businesses, primarily major appliance, lighting and engineered materials, where sales volumes were impacted by the recession."

Welch said that "General Electric Credit Corporation, whose results are included in consolidated earnings on an after-tax basis in other income, turned in another strong performance. Earnings of \$47 million were 34 percent more than the \$35 million in 1981's second quarter, reflecting more favorable interest rates and a higher volume of business.

"GE's second quarter earnings also benefited from reduced interest and financial charges from somewhat lower borrowings and interest

rates compared with a year ago."

Financial results

The company's second quarter results in 1982, reported by Welch, showed company earnings were \$465 million, compared to the \$436 million reported for the second quarter of 1981.

Sales in the second quarter of 1982 were \$6.63 billion, compared to the \$6.95 billion reported for the comparable 1981 quarter.

Earnings for the first six months of 1982 were \$842 million. In 1981's first six months, earnings were \$795 million. Sales in the first half of 1982 were \$12.66 billion, compared with \$13.04 billion for the 1981 period. The earnings rate for the first six months of 1982 was 6.7 cents on each sales dollar.

Looking ahead

Commenting on the economy and outlook, Welch said: "While we saw very little encouragement in the economy in the second quarter, there were indications, despite a weak June, that the recession had bottomed in the consumer segments. The capital goods segment continued to weaken.

"Despite the July tax cut and very low levels of business inventories, our economists have lowered their forecasts of economic activity for the second half of 1982. While we do expect a modest recovery, principally consumer driven, the continuing high level of interest rates is creating a drag on capital spending

and poses a threat to any sustained pickup in 1983.

"Although the economic outlook remains uncertain, General Electric is well positioned as we move into the last half of 1982. We have just reached equitable three-year contracts with our principal labor unions which we expect will lead to increased productivity and resultant competitiveness.

"We have rigorous company-wide programs in place which put a premium on maintaining selective investments for the future while continuing to improve the cost structure of our base businesses."

How segments did

Here's how segments of the company with businesses in Fort Wayne performed:

- Industrial Products earnings were about equal to last year on reduced revenues. All major businesses including the motor businesses experienced lower volume, but margins improved because of lower material costs and cost improvement actions.

- Earnings for Technical Systems, of which the Power Supply Operation is a part, were well ahead of last year on slightly lower revenues. Volume-related strength in Aerospace and Medical Systems more than offset the impact of increased expenditures to support future business development and continued weak capital equipment markets involving Industrial Electronics.



STD General Manager Dan Lovinger (center) congratulates engineers Gordon Bell (left) and Jim Ridlen on their recent patent application for a high temperature insulation system they developed together.

STD honors patent winners for innovations in transformers

Specialty Transformer Department recently honored two engineers for having patent applications submitted to the U.S. patent office.

Jim Ridlen, advanced manufacturing engineer and Gordon Bell, senior materials engineer, worked jointly on their High Temperature Insulation Systems for transformers.

For Ridlen, it was his third patent in as many years with General Electric.

Bell joins a select group of fewer than 500 active GE innovators who have attained the silver medallion for 10 patents.

Six of his 10 patents are currently in use within GE products, attesting to the high practicality of his work.

Phil Hopkinson, manager of engineering, noted that it is unusual for an operations engineer to achieve and sustain such innovation over so great a time period. Bell has been with the company for 32 years.

Most of GE's patents, Hopkinson said, have been generated in the research-intensive components of the company.

Helps maintain leadership

"It's encouraging to see that both engineers are actively pursuing still new improvements in our transformer technology," said Hopkinson. "Such innovation will help to maintain GE's No. 1 market leadership position and pave the way for still better transformer values for our customers."

Fort Wayne GE businesses experience continued sales drop

Sales at the Fort Wayne GE motor and transformer businesses were down in the second quarter from this time a year ago.

The 1982 first half sales and second half outlook for the motor businesses are affected not only by the depressed economy, but they also have been adversely affected by cool weather.

Markets for air-conditioning and air-moving equipment are down substantially from a year ago and are approaching 10-year lows, says Roger Morey, general manager of Components Sales Department.

Markets such as the appliance market appear to have hit bottom, while the commercial and industrial markets are still headed downward. As a result, most GPM, SMD and HMD customers have cut back production schedules for the third quarter.

While some modest upturn is expected late in the year, no significant turnaround in motor markets is anticipated until early 1983.

Transformer markets decline

Specialty Transformer markets declined in the second quarter to

their lowest level in the past five years as capital investments in new commercial and industrial buildings and machine tools dropped.

The combination of low utilization levels of existing factories and high interest rates on borrowed money has slowed new industrial expenditures. In a downward economic cycle, these capital investments usually hit their low point about six months after consumer expenditures bottom out.

With very little prospect for an upturn in transformer markets during the remainder of 1982, Specialty Transformer has had to readjust its production levels downward in line with reduced sales prospects.

In this soft market, customers are requiring shorter cycle shipments and better overall service to meet their changing market needs. Specialty Transformer is combining the advantages of selected new production equipment it has added in recent years with improved computer-based systems to respond to these shorter cycle needs and hold its favorable position in the marketplace.

General Electric News

FORT WAYNE, INDIANA

VOLUME 64, NO. 29

AUGUST 6, 1982



New phones welcomed

"As with anything new, you're going to have some problems at first, but I think the new phones will pay for themselves eventually." That was the reaction of Stockkeeper Dick Colpetzer (left) as he started to use the new telephone system this week in Building 8-1. People like the idea of being able to call GE employees direct, say operators Dorothy Love and Sally Kitchin (above).



\$82,000 project at GPM-B

Area Services' Bob Klepper (left) welds a conveyor with the help of Butch Castle in a major rearrangement of the Building 6-2 packaging area for GPM, Broadway. The project is designed to improve productivity and the quality of motors shipped to customers.

Shutdown projects focus on cost-cutting improvements

Three new smokestacks at Taylor Street, a major rearrangement for GPM in Building 6-2 and the installation of about 1,700 new telephones are just three of the projects accomplished during vacation Shutdown.

Still, many operations postponed major projects and equipment installations originally planned for Shutdown, because of the prolonged business decline.

Installation went smoothly

"With only a few exceptions, the installation of new push-button telephones was completed by the beginning of this week," said Jim Brenock, manager of plant engineering for Area Services.

"The new equipment is really working well so far. There have been very few outages. The major problem we are working on now is changing the class of service where it does not fit the needs of those who use the new system.

"Some of the phones on the factory floor were programmed so they could not receive calls from outside the plant. This is being changed where there is a need for such service."

Other changes in the telephone hardware and software will be made starting next week. Hardware or class-of-service changes will require plant or section management approval.

"The people from General Telephone — the installers, engineers and people operating the HELP line — were very cooperative and professional," said Brenock.

He stressed the following points for GE phone users:

- To help eliminate abuses of the GE telephones for personal calls and to cut telephone costs for Dial Comm and long distance calls, cost-center managers will begin receiving billing reports in a few months. These reports will show the date, time and extension from which outside calls were made from Fort Wayne GE telephone stations.

"The computer will compile this information automatically," said Brenock. "Of course the telephone conversations themselves will not be recorded."

- Fort Wayne GE people should let customers, vendors and family members know about the new telephone number changes — including the new Dial Comm exchange (380) and extension numbers.

- If you have a problem, contact the comm leader in your area. The GTE HELP station (Ext. 4357) also will be available to assist employees until Aug. 13.

Rearrangement costs \$82,000

"Reducing the number of motors damaged during shipment and making the Building 6-2 packaging area more efficient are the reasons behind the major rearrangement completed during Shutdown," said GPM's Dick Sebald.

Sebald, a manufacturing engineer at Broadway, conceived the new layout which cost \$82,000 to install.

"Its highlight," he said, "is the new foam packaging system for our individually packed motors. This

kind of packing system is similar to what's been done at Winter Street. It will help assure that the good motors we build will still be that way when the customer opens the box."

Sebald explained that previous to Shutdown the motors were packed in three separate areas of Building 6-2. In order to make the area more efficient, the paint and inspection stations were rearranged and a new power conveyor was added.

"This now enables us to pack all the motors at the one station," he said.

Sebald also mentioned that he expects to start reviewing foam packaging systems for the multi-pack motors soon.

Smokestacks Installed

One project that should be immediately noticeable to employees at Taylor Street is the newly installed power house smokestacks.

"The old smokestacks had been in use since 1942," said Area Services engineering specialist, Denver Sarver, who coordinated the \$140,000 project. "They'd gotten to the point where they just weren't structurally sound any longer," he noted.

According to Sarver, "the project involved cutting away the three old stacks and then lifting the new ones into place. Each new stack, 7 feet in diameter, arrived in two sections which were welded together on the ground," he said.

The completed stacks, nearly 100 feet long and weighing about 13

tons, were lifted by crane to an upright position. Hoisted skyward until its base cleared the building, each stack was then attached to the 62-foot-high power house roof.

Sarver noted that the workers benefited from the generally good weather during Shutdown which allowed them to get all three stacks installed during the two week period.



The second of three new smokestacks is hoisted in place at the Taylor Street power house.

New job package improvements already helping employees

Just before employees left for vacation Shutdown, members of International Association of Machinists Lodge 70 and the United Plant Guard Workers of America ratified 1982-85 contracts with GE.

Many of the improvements to GE pay, retirement benefits, insurance and savings plan are already in effect. Other improvements are scheduled to begin Jan. 1, 1983, and after.

Here is a summary of benefit improvements that have been implemented.

Pay increases

- The 7% general pay increase went into effect June 28 as did
- the structure improvement for jobs with structure rates of more than \$8.35 per hour prior to June 28, 1982.

Because of the structure improvements, the computer that does GE's hourly payroll must be reprogrammed before checks can be printed with the new pay in-

creases included.

Retirement benefits

Improvements to the GE Pension Plan include:

- improvements in the guaranteed minimum pension formula under which most hourly employees retire. The previous range of \$10 to \$15 per month for each year of service has risen to a range of \$12 to \$17.50.
- an increase in career average pensions to be credited Jan. 1, 1983. This improvement increases pension credits from 1955 through 1982 by 25%, then adds \$50 to that total. (A new career average formula will go into effect Jan. 1, 1983.)
- increases in supplemental pension payments for employees who retire between ages 60 and 62 from \$6 per month for each year of service to \$7 per month. The maximum supplemental payment has been increased from \$150 per month to \$175 per month for employees retiring July 1, 1982, or after.

- survivorship option improvements for eligible employees. These will increase the pension a retiree will receive if their spouse dies before the pensioner does and before the fifth anniversary of retirement from GE.

Savings and Security

S&SP is now available to all employees without reduction of pay rates. Since the program pay rate that applied to hourly and nonexempt employees has been discontinued, employees eligible to save the maximum of 7% of their pay in basic savings can obtain what amounts to an extra 3½% of their pay through company matching payments.

This change will net current hourly and nonexempt S&SP participants an immediate increase in pay of as much as 1¼%.

Insurance benefits

- The maximum medical insurance coverage for each covered person has increased from

\$350,000 to \$500,000 to provide added catastrophic protection.

• Dependents of GE employees and pensioners who die can continue dependent medical insurance protection on their own if they survive one of the following:

- an employee with 25 or more years of service who dies after age 50.
- a GE retiree on disability pension.
- an employee eligible for optional retirement after reaching age 60 and who had 10 or more years of service.

In such cases, they can continue coverage by paying the regular dependent contribution plus an additional cost-sharing amount.

• Weekly Sickness and Accident benefits now apply on the first day of absence after treatment at ambulatory surgical centers — the same as for hospital confinements. This applies if there is a bed charge or recovery room charge.

McShain to assume duties Oct. 1

Union Relations Manager Marv Hamilton to retire



Marv Hamilton will retire Oct. 1.



Bill McShain will become union relations manager.

Marv Hamilton, manager of union relations for GE in Fort Wayne since 1968, has announced his retirement effective Oct. 1.

Bill McShain, manager of employee relations for General Purpose Motor Department, has been named to succeed Hamilton as manager of union relations beginning in October.

Hamilton has held numerous managerial assignments in his 35-year GE career. He joined the company on the Manufacturing Training Program after graduating from the University of Michigan with a degree in mechanical engineering.

Hamilton was the first plant manager at the Jonesboro, Ark., plant. In 1961 he returned to Fort Wayne as employee relations manager for SMD.

McShain has held a variety of employee relations and union relations assignments since joining the company in 1966. In 1976 he was named communication and relations planning manager in Fort Wayne for the Appliance Components Business Division. He assumed his present assignment in July 1979.



GE people will be able to enjoy the Beast, shown here, and other rides and entertainment when GE hosts GE Days at Kings Island, Sept. 18 and 19. Tickets are available at the Credit Union until Aug. 31 for \$4.75 per person.

Kings Island GE Days Sept. 18, 19

Tickets for GE Days at Kings Island Sept. 18 and 19 are available at the Employees Federal Credit Union, 1021 Swinney Ave., until Aug. 31.

Tickets only \$4.75

To obtain the special discount tickets, \$4.75 per person compared to the regular admission price of \$11.95, you must present the coupon below to the Credit Union. Tickets are good for one day only, and you must specify which day when buying the tickets.

Children 3 years old and younger are admitted free.

All ticket sales are final and are not refundable for any reason.

Kings Island is a 1,600-acre family entertainment center that includes a theme park, the College Football Hall of Fame and the Jack Nicklaus Sports Center.

Also for youngsters there is a new storybook kingdom known as Hanna-Barbera Land. Kings Island is located on I-71, 40 miles south of Dayton, Ohio.

GE Day at Kings Island

Number of tickets _____ at \$4.75 each.

Check the date for which you want tickets: Saturday, Sept. 18 _____
Sunday, Sept. 19 _____

Please note: Tickets cannot be refunded for any reason.

Turn this coupon in at the Employees Federal Credit Union, 1021 Swinney Ave.

General Electric News

Published weekly by the General Electric Company, an equal opportunity employer, in the interest of all GE employees and their families here. May not be reproduced in whole or part without express permission of General Electric Company.

1635 BROADWAY
PO BOX 2204
FORT WAYNE IN 46801
Phone 428-3249
(Dial Comm.: 8*380-3249)

GENERAL  ELECTRIC

Golf Corner By Roy Brokaw

Wickliffe, Gorrell shoot par 36s

Men's Golf League Low Scores: Warren Wickliffe, 36; Pete Gorrell, 36; Eben Cobb, 37, 38, 39; Joe Nicolosi, 37; Dennis Erxleben, 38; Lyle Johns, 38; Larry Shindelmecker, 38; Jim Closson, 39; Roy Brokaw, 39; Dick Hensler, 39.

Ladies Golf League Results: A nine-hole Florida Scramble event was held the week before Shutdown. The winning team members were Irene Emlich, Amy Ford, Jennie Molderness, and Jan Bodkin with a 8 and 14 putts.

Birdies: Warren Wickliffe (2), Pete Gorrell (2), Virgil Hiatt (2), Eben Cobb (2), Jim Closson (2), Lyle Johns (2), Mel Guillaume (2), Harold Lehman, Ken Kniss, Leland Richardson, Roy Brokaw, Joe Nicolosi, John Thurber, Mike Bufink, Len Knecht, Fred Kohler, Bill Pappert, John Segyde, Dennis Erxleben, Dick Colpetzer, Frank Chandler, Kaheen Murphy, Vance Benimore, Dick Hensler, Doug

Pipes, Dick Henchey.

Sandbagger of the Week: Jim Closson 39 and Harold Lehman 41. Both players were eight strokes under their average.

Shafts secure last place

In a battle of last place GE Club softball teams, the Tacky Turkeys outlasted the Shafts, 13-3. This loss gives the Shafts undisputed claim to last place.

	Won	Lost	Tied
Decatur	8	3	0
Winter St.	7	4	0
Thirsty Horde	5	4	1
Foul Balls	4	5	0
Tacky Turkeys	3	6	1
The Shafts	2	7	0

July 14 results

Foul Balls 9, Decatur 7; Tacky Turkeys 13, The Shafts 3; Winter Street 12, Thirsty Horde 11; Decatur 10, Tacky Turkeys 7.

Fischbach to head GE Club Board

Results of the recent GE Club election of officers were as follows:

President-Ray Fischbach, retired; first vice president-Carl Brandt, retired; second vice president-Bob Lehman, Building 19-5; secretary-

Louise Tranter, Building 26-2.

In the race for director, Verdayne Parnin, retired, and Henry Helberg, Building 31-2, tied. At its July meeting, the Club board accepted both Parnin and Helberg as directors. Their terms will expire in 1985.

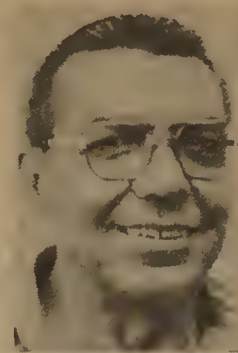
40 years of service



Harold Blauvelt
SMD, Bldg. 8-2



Paul Klage
SMD, Broadway



Robert McCague
GPM, Broadway



Ken Saalfrank
GPM, Winter St.

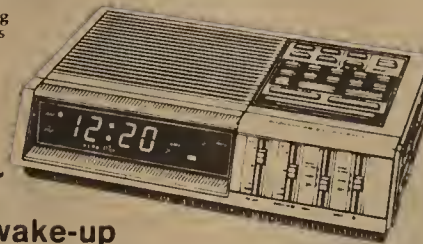
NEW!



GE. We bring good things to life.

7-4875
small
Wonder

Programmable FM/AM Clock Radio



New wake-up conveniences and radio precision in Spacesaver size

- Pushbutton entry for exact, no drift radio tuning and time setting
- Two wake times
- Programmable wake system. Set and forget
- Sleep to one station, wake to another
- Electronic PLL radio tuning with 6 station memory
- "Grad-U-Wake" alarm system and battery back-up

Suggested retail value: **\$89⁹⁵**

Pre-introduction market test price: **\$44⁸⁷**

Limited Quantity

AT YOUR EMPLOYEE STORE
1030 SWINNEY 10-5:30 M-F

Adlets

FOR SALE

73 BUICK LeSABRE, 4 dr., air, pwr, 21,817 miles. 482-1880.
MICROWAVE OVEN, like new, ex. cond., aft. 5 p.m. 447-6280.
AKC SCHNAUZER, male, 2 yrs. old, hsebrkn. 484-0107.
BRIDESMAIDS DRESSES, 3, nvr worn, color-aubergine, szs. 9, 11, 13, \$65 ea. 485-2111.
FURNITURE: lovely bar, fireplace, TV, day-bed set, coffee tbl. 432-1066.
ROCKER LOUNGER CHAIRS, 2, vinyl, good cond. 486-2172.
PLATFORM ROCKER, sewing rocker, bed springs. 422-5258.
70 STARCRAFT CAMPER with refrig., furn., gas stove, \$300. 1-636-2774.
ELECTRIC TILLER-TRIMMER; Coleman heater, stove. 627-2007.
TWO-RAIL MOTORCYCLE TRAILER, ex. cond. 1-244-7182.
69 ROADRUNNER, 383, 4 spd, 34,000 miles, like new, \$4,995. 627-5997.
WHEELS with lugs for Chevy, 2, ET 7.5x14, ex. cond. 627-3132.
CONSOLE RADIO, antique walnut, \$75; desk w-chair, \$45. 744-9479.
HUMMELS: To Market, Hello, Baker, Mother's Helper. 627-2007.
SEA RAY IN/OUTBOARD BOAT, 17', 110 HP, A-1, \$3,000. 627-5128.

TV CHAIRS, 2; end tables; record player, clothing. 446-8333.
FIVE SPEED BOY'S SCHWINN, 20" - "Orange Krate", \$70. 485-4160.
FOUR BEDROOM HOUSE, 3-4 yrs. old, by owner, Woodburn. 632-4320.
PORTABLE DRYER, Kelvinator, like new; fans. 426-3783.
25" CONSOLE COLOR TV, works good, \$125. 485-6787.
LAWN TRACTOR, 10 HP, electric, 5 yrs. old, \$350, aft. 6 p.m. 485-8231.
'74 PARKWOOD MOBILE HOME, 14'x65', 2 bdrms, appls., curtains, ex. cond. 485-0712.
'72 MONTE CARLO, good cond., runs great, aft. 5 p.m. 745-1071.
BERETTA SHOTGUN, 12 ga., auto, case, ex. cond., \$300. 432-7020.
TAPPAN GAS RANGE, 30", wht, good cond. 432-2097.
'74 MAZDA RX 4, rebuilt motor, 4 spd, runs good. 432-6205.
'67 BUICK LeSABRE CONVERTIBLE, good running cond., eves., \$750. 747-1294.
GE WIDE SCREEN TV, half price, like new. 432-5991.
LADIES' CLOTHING, sz. 10; men's clothing, sz. 40, like new. 627-2533.
CONN CLARINET, wood w-case, new pads, \$90; bumper pool table, slate, new, \$150. 747-0241.
GOLF CLUBS, 2 full sets; air hockey game, 3x5 size. 484-2888.
USED GAS UP-FLOW FURNACE; 2 window air conditioners. 639-3775.
ROCKER ARMS for 305 Chevy engine, new. 456-4693.
TWIN INNERSPRING MATTRESSES for travel trlr, 2, aft. 5 p.m. 489-5144.

FRANKLIN FIREPLACE w-heat shield & screen, \$75 firm. 1-419-542-8480.
CHAIN LINK FENCE, 6'x50' long, incl. gate, \$60. 447-6377.
LUFKAN COMBINATION SQUARE SET, precision made. 627-2007.
SPINET PIANO; dbl sink vanity top, new, VW snow tires & rims. 747-2913.
METAL BED, full sz, \$40; wooden stool, \$25; 2 pc. lvg rm suite, gm, \$75. 432-2853.

WANTED

SWAP TWO BEDROOM HOME, Pt. Charlotte, FL, for local home, 9/1 to 12/15/82. 484-3772.
USED STORM WINDOWS, 2, wood, 36"x47", plus screens. 456-4278.
MOBILE HOME & LOT near Churubusco. 672-8348.
CANVAS COVER w-drawstring for 14' speed-boat. 422-8551.
LIONEL & AMERICAN FLYER TRAINS, any cond., aft. 5 p.m. 1-724-8011.
PORTABLE AUTOMATIC WASHER. 747-6264.

FOR RENT

ONE BEDROOM APARTMENT, kitchen & utils. furn., very clean. 483-1455.
FLORIDA COTTAGE by weeks or months, furn., by golf course & beaches, avail now thru Dec. 627-3431.

SERVICE

CONCRETE CONSTRUCTION, replace, repair, licensed & insured, eves. 446-5643.
BABYSITTING in my home, NE, any shift. 749-5731.
LEARN AUTHENTIC CHINESE COOKING. 493-2378.
CARS WAXED & interiors cleaned, reas., refs. 432-0805.

FREE

KITTENS, females, 8 wks old, grey stripe, good mousers. 639-3404.

*ADLETS

GE NEWS BLDG. 18-3
NO ADS TAKEN BY PHONE

INDICATE TYPE OF AD HERE:

- | | |
|------------------------------------|---|
| <input type="checkbox"/> For Sale* | <input type="checkbox"/> Ride Wanted |
| <input type="checkbox"/> Wanted | <input type="checkbox"/> Riders Wanted |
| <input type="checkbox"/> For Rent* | <input type="checkbox"/> Lost |
| <input type="checkbox"/> Free | <input type="checkbox"/> Found <input type="checkbox"/> Service |

(PLEASE PRINT NEATLY)

Ads must be received only on this form by noon Monday for publication Friday. You may submit only one adlet per issue of the **GE News**. **No more than 40 letters per Adlet, please.** Print phone number only on line indicated below. Property advertised must be available without regard to race, creed, national origin or sex.

Name _____
Address _____ City _____
Home Phone _____ Bldg _____

* The item(s) referred to in this ad are in no way connected with any business venture

Signature _____

In memory

Vernon M. Foulks, 514 Sandy Ann Lane, died July 22. He operated a tracer lathe at GPM, Winter Street.

Naomi R. Slegers, 540 Montclair, New Haven, died July 22. She assembled DC coils at GPM, Building 4-5.

Joe Earl Russell, 4005 Gaywood Drive, died July 17. He was a press operator at STD.

Maurice E. Snyder, 4036 Avondale Drive,

died July 16. He was a technical specialist in product design for SMD. He worked at Building 4-6 and at Taylor Street, Section 15.

Laura A. Gross, Route 13, died July 12. She worked in miscellaneous leads at SAC, Winter Street, before retiring in 1966.

Francis R. Bissell, 2508 Genesee Ave., died July 9. He was a punch press operator at SMD, Taylor Street.

Quarter Century Club sets plans for Sept. 11 outing



Quarter Century Club Board members are, standing from left: Glendola Barnett, Betty Thompson, Helen Thieme and Dottie Askren. Seated are Betty Eisenacher, Ray Fischbach, President Glenn Seabold, Mary Stolz, Genevive Ellingson (filling in for Jim Streit) and Steve Gass. Bob Wildermuth was not on hand when the photo was taken.

Plans are well under way for the 68th annual Fort Wayne General Electric Quarter Century Outing at the Memorial Coliseum on Saturday, Sept. 11, says Glenn Seabold, Quarter Century Board president.

"We are looking forward to renewing old friendships and welcoming

new members who will be attending for the first time."

The board urges members of the club to submit their reservations and cast their ballots by the Aug. 25 deadline. The combined ballot-reservation form appeared in the July 9 GE News.

(Clip and Save)

Sept. 11 Quarter Century Outing Agenda

- | | |
|--------------|---|
| 9:30 a.m. | * Doors open at Coliseum |
| | * Registration begins |
| | • tickets required for lunch and drawings only |
| | • no tickets required for refreshments |
| | • no candy this year |
| 9:30 - | * Fellowship and refreshments |
| 11:30 a.m. | |
| 11:30 a.m. - | * Lunch with music by Remenschneider Saurkraut Band |
| 12:45 p.m. | |
| 1:00 p.m. | * Program and door prize drawings |

Summer retirees take advantage of improved pension benefits

Glendola Barnett retires with 29 years of service. She started as a winder in SMD, Taylor Street. She retires as a secretary in GPM, Taylor Street. "I have enjoyed working at GE and will miss all my friends and co-workers. GE's good pension and insurance plan will enable me to relax, travel and enjoy each day to the fullest."



Alberta D. Roth retires with 42 years of service. She began in fluorescent assembly in STD, Building 26-4. She retires as a secretary in GPM, Taylor Street. "I've enjoyed working for the General Electric Company these many years and am certainly very grateful for the good benefits and excellent pension plan. I'm going to miss all my fine friends but will never forget them."



Harry W. Ecenbarger retires with 41 years of service. He started in Building 17-1 assembling parts for weld fixtures. His final assignment was manufacturing engineer in GPM, Taylor Street. "My work at GE from Apprentice School to my present job in manufacturing engineering in GPM has been rewarding and enjoyable. The benefits at General Electric and the friendship of the many people I met could not be matched anywhere."



Elaine R. Hofacker retires with 31 years of service. She began as a general clerk in wire and insulation, Taylor Street. Her final assignment was sales assistant in CSD, Taylor Street. "GE was good to me 31 years. I will miss the many friends I enjoyed working with. I hope to travel, do flower gardening, play golf and enjoy my retirement."



George Corkwell retires with 16 years of service. He started in punch press, STD. He retires as a punch press operator in STD, Building 19-1. "GE has been a great place to work with very good benefits. I will fish, play golf and spend lots of time with grandchildren."



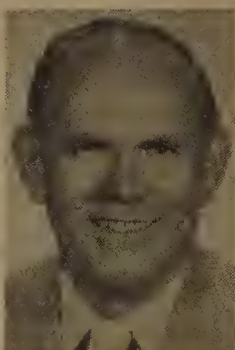
Charles G. Wirt retires with 28 years of service. He started as a painter in FHP Motor, Building 6-4. His final assignment was in repair, GPM, Building 6-4. "Thanks to GE and all my co-workers. I needed a job and GE had it. With a small church to pastor, I can keep busy."



Charlene A. Bly retires with 12 years of service. She began as a general clerk in SMD and retires as a general clerk in MTO, Wire Mill. "I am thankful for the good years I've had at GE and look forward to new opportunities in the future."



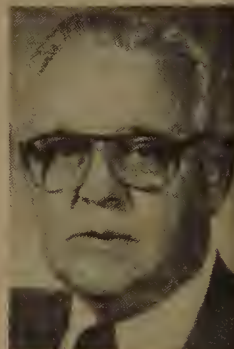
Paul E. Klage retires with 40 years of service. He started as a packer in Building 6-2. He retires as a rate/route clerk in SMD, East Broadway. "I plan to do all the things there was never time for before: golf, fish, loaf and help my son in his wood-working business."



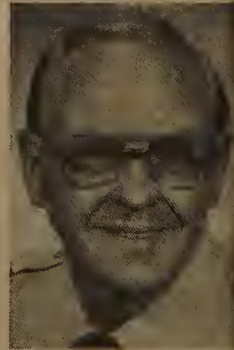
Gustave H. Berghoff retires with 40 years of service. He started in the Apprentice School in Building 12-2. His final assignment was machinist in MTO, Building 19-4. "I enjoyed working with the people in our department over the years. I hope to be able to enjoy my retirement."



Robert O. Frederick retires with 41 years of service. He began on punch press, FHP Motor, Building 19-5. He retires as a supervisor in GPM, Broadway.



Gerald M. Koehl retires with 41 years of service. He began in Building 4-2 stamping model numbers. He retires as a guard for the Fort Wayne plant. "I'm going to think of my retirement as a long, extended vacation. I'm looking forward to it and am going to make the most of it."



Marcus A. Gotsch retires with 42 years of service. He began in the Apprentice School, Building 12-2. His final assignment was as manufacturing engineer in GPM, Taylor Street. "Would I do it all over again? Sure! But since I can't, I'll just spend the next years on leisure living: hobbies, travel, etc."



BULK RATE
U.S. POSTAGE
PAID
FORT WAYNE, IN
Permit No. 40

Mail, Inc. at the address printed above. Be sure to include both your old and new addresses
(For quickest response, please mail all non-intracompany address changes directly to
Fort Wayne, IN 46803
Mail, Inc.
1050 S. Anthony Blvd.
Address correction requested

General Electric News

AUGUST 13, 1982

FORT WAYNE, INDIANA

VOLUME 64, NO. 30

AR&DL to develop motor component for electric car

GE's Corporate Research and Development Center (CRD) last month released details on a \$3.1 million sub-contract from Ford Motor Company for research and development on key components of an experimental power train for electric vehicles.

The Applied Research and Development Laboratory of MTO in Fort Wayne will carry out \$387,000 of this contract in support of CRD.

Ford is conducting research to develop the technology for the advanced EV power train as part of the U.S. Department of Energy's Electric and Hybrid Vehicle Program. This research will be performed under a recently announced \$6.8 million contract with the National Aeronautics and Space Administration's Lewis Research Center in Cleveland, Ohio.

The center manages all propulsion system research and development in support of the DOE program.

The research effort will culminate in the development of a proof-of-concept power train that will incorporate an alternating current motor instead of a direct current unit normally associated with electric cars.

Of special significance to future electric vehicle performance is the fact that the AC motor in the Ford/GE power train will have fewer components. This will make it lighter,

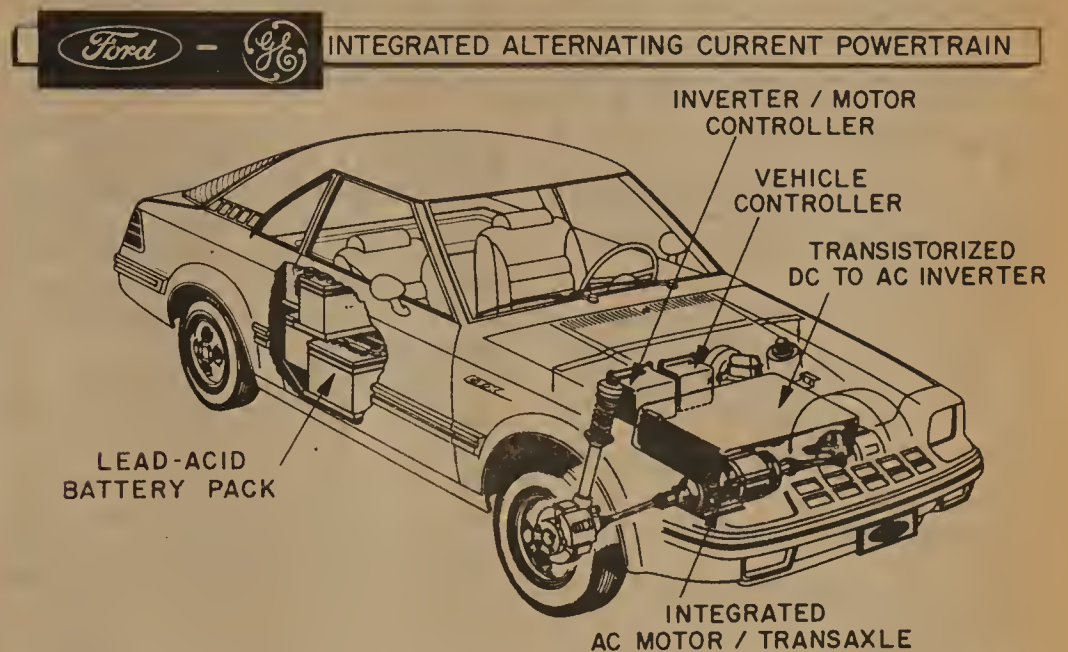
less expensive, and more reliable than the DC motors typically found in conventional drive systems.

In the DOE-sponsored, three-year program, the Ford/GE team will develop two advanced experimental AC power trains. These power trains will be more efficient than conventional electric vehicle drive systems and will be sized to take advantage of advances in battery technology.

The proof-of-concept power trains to be developed by the Ford/GE team will incorporate an AC induction motor and an automatic trans-axle (transmission and gears) integrated in a common housing on the front-wheel axis. A common oil system will be used for lubricating and cooling this compact design.

In addition, an advanced high-power, lightweight, and compact inverter will be developed to convert the DC electrical energy stored in the batteries to AC, which is required to power the induction motor.

"The numerous advantages of AC motors over DC units have attracted electric vehicle designers for years," Dr. Walter H. Berninger, manager of the Research and Development Center's Power Electronics Laboratory, said. "The main barrier has been the cost of the electronics, especially the solid state de-



The Applied Research and Development Laboratory in Fort Wayne, Building 19, will carry out part of GE's subcontract from Ford. AR&DL will help develop an AC motor application for an experimental power train for electric vehicles. The first two experimental power trains are due for delivery in 1985.

vices required for converting DC into AC," he added.

"We believe we can overcome this cost challenge with our extensive experience in the development and application of high-power transistors and integrated circuits," the GE manager said. He also noted that the company is a world leader in the manufacture of AC appliance

motors, "which we make by the millions."

Ford, the prime contractor on the project, will be responsible for management of the overall program, as well as for design of the experimental power train, transaxle, and the microprocessor-based, vehicle-control system.

See ELECTRIC CAR, Page 4.

New contract spurs interest in S&SP savings

"I never wanted to take the cut in pay," explained Area Services' Dave Weil when asked why he waited until now to join the Savings and Security Program.

Weil, a steel and weld worker at East Broadway, is one of many GE employees already tak-

ing advantage of improved benefits under the new GE job package.

During Shutdown Dave decided to join S&SP and invest 5% of his pay in the Holding Period Interest Fund.

"Even though I have to keep the money in for three years," he said, "with the company matching payment and the 16 percent interest, I don't think a small saver can do better. You'd have to invest a lot of money to get that kind of interest outside," he noted.

Dave plans to use S&SP as an extra savings account. "I have a boy 16 and a girl 14," he said. "When the economy gets better, I'm going to try to save even more."

In Building 4-6, Pauline Badman and Donnabel Reed have been keypunching together for the last 21 years. They've also been participating in the Savings and Security Program since it was first offered.

Both Pauline and Donnabel have been putting 7% of their weekly pay into the Holding Period Fund. "We're saving for retirement," said Pauline, "and it's very nice to get that payout every year."

According to Donnabel, "When the new contract came out and we saw we weren't going to have to take a pay cut anymore, we decided to take that extra money and save it, too."

"Now we're saving an additional 3% of our pay in the HP Fund," said Pauline. "Although



Donnabel Reed and Pauline Badman raised their S&SP savings when program pay rates were discontinued last month.

only the first 7% we save gets the 50% company matching payment, the additional 3% of pay is money we won't really miss. And you can't get 16% interest at a bank."

Beginning Jan. 1, 1983, additional improvements in the Savings and Security Program go into effect.



Dave Weil decided to join S&SP now that the pay differential has been removed.

GE program tries to knock down barriers

Students see what engineering offers as a career

"The week at GE changed my picture of the typical engineer from an introverted man sitting behind a desk tinkering with gadgets . . . to an active person who solves problems and interacts with people on a regular basis," said Lisa Dedden after completing GE's Future Engineers Program.

Lisa and 16 other students from Fort Wayne and East Allen County schools spent most of the week before Shutdown at GE. The program is aimed at local high school juniors who have excellent grades in math and science.

"Many of these students have not been exposed to the opportunities available in the various engineering fields," said Fort Wayne GE's affirmative action programs manager, Cal Keys.

Encourages women, minorities

"Our program attempts to encourage students, especially women and minorities, to consider engineering careers," he said. "We make them aware that companies like GE are interested in talented college

graduates with technical backgrounds."

For most, the week's highlight was an overnight trip to Purdue University. On campus, the participants learned about admissions and financial aid procedures and had time to talk with engineering students.

Computer experience

At GE, the students obtained hands-on computer experience and toured Taylor Street and the robot lab. At a panel discussion with recent engineering graduates now working at GE, the students heard how working as an engineer differs from student life.

Claude Harrington, a senior at Purdue who is working at GE this summer, suggested that the students shoot for a variety of summer jobs during college. He added, "Not only will you be earning money, but you'll be getting the chance to check out several different companies before you have to choose one to work at full-time."

The program has been held each year since 1977.



High school seniors Jennifer Russell (left) and Rene Collins (right) listen as Claude Harrington, a senior at Purdue, describes his experiences working at GE this summer.

"Since then we've found that program graduates tend to keep in touch with GE while in college," said Keys. "Many of them do return seeking summer employment."

Keys concluded by thanking the many GE employees who assisted with the program. He added, "Without their help, the program could not have been held."

GE benefits directory: new phone numbers listed

Here is the updated directory of GE benefits personnel including their new telephone numbers. To contact these persons from outside the GE plants, just dial 428 plus the extension listed with their name.

Of course, the first source of help concerning GE benefits is your GE benefits booklets. New editions of these booklets explaining the new GE job package will be forthcoming.

If the benefits booklets do not provide the answers you need, you may contact your employee relations representative listed at right. If you need specific information about technicalities of a GE benefit, the people listed below may serve your needs best.

Broadway

General Purpose Motor

Hourly Doug Pipes, 3648
or Ginny Huguenard, 3653

Nonexempt Ellen Durnell, 4743, T.S.
Exempt Pat Mannion, 4742, T.S.

Hermetic Motor Operation

Hourly Sally Eichhorn, 3412, 18-4
or Dottie Askren, 3410, 18-4

Nonexempt or exempt Dottie Askren,
3410, 18-4

Specialty Transformer

Hourly John Pcolinski, 2914
or Mearvin Ruhl, 2916, 31-1

Nonexempt John Pcolinski, 2914, 31-1
Exempt Mike Havert, 2442, 26-2

Specialty Motor Department

Hourly Doug Pipes, 3648
or Ginny Huguenard, 3653, 4-4

Nonexempt Marla Hall, 3603, 4-6
Exempt Van Black, 3605, 4-6

Motor Technology Operation

Hourly Fred Eckart, 2100
or Jack Hughes, 2099, 19-5

Nonexempt Dwight Mosley
2102, 19-5

Exempt Fred Eckart, 2100, 19-5

Components Sales Dept.

All employees Pat Harris, 3335, 18-5

Group/Division Staff Operations

All employees Doyt Schaadt, 3234
Walt Nielsen, 3268, Chauncey Miller,
3260, 18-1

Taylor Street

General Purpose Motor

Hourly Fred Andrews, 4582
or Bill Davies, 4045, T.S.

Nonexempt Ellen Durnell, 4743, T.S.
Exempt Pat Mannion, 4742, T.S.

Specialty Motor Department

Hourly Van Black, 4861
or Bill Davies, 4045, T.S.

Nonexempt Van Black, 4861, T.S.
Exempt Van Black, 3605, 4-6

Wire Mill & Transportation

Hourly Fred Andrews, 4582
or Jack Hughes, 2099, 19-5

Nonexempt Dwight Mosley, 2102, 19-5
Exempt Fred Eckart, 2100, 19-5

**FORMS: Wire Mill, Hourly Kathy Harmon,
4468; Nonexempt & Exempt Linda Fritz,
4470; Transportation Linda Nycum,
4709**

Winter Street

Hourly Willie French, 5296, W.S.

Nonexempt Ellen Durnell, 4743, T.S.
Exempt Pat Mannion, 4742, T.S.

**IN GENERAL, ALL BENEFIT FORMS ARE
AVAILABLE FROM EMPLOYEE RELATIONS
OFFICES AT YOUR LOCATION.**

For more specific benefits assistance, contact:

GE Insurance Plans

Medical Claims Rita Zoch, 5401;
Jennie Howell, 5402; Sally Ault, 5237;
Drenda Gebert, 5325; or Susan Hart,
5276, W.S.

Weekly Sickness and Accident
Becky Bergquist, 5319, W.S.

Personal Accident Insurance, Long Term
Disability, Dependent Life Insurance.
Gerry Carner, 3265, 18-1

Life Insurance & Dismemberment, Life In-
surance (claims processing).
Margie Guinn, 3262, 18-1

Additional Life Insurance (Exempts).
Chauncey Miller, 3260, 18-1

Investment Plans

Savings & Security Program, Vacation Bank-
ing, Savings & Stock Bonus, Regular
Savings, Retirement Option Account,
Holding Period Fund
Winnie Dixon, 3270 or
Walt Nielsen, 3268, 18-1

Employee Stock Ownership Plan.
Doyt Schaadt, 3234, 18-1

Pension Plan

General Sharon Harter, 3261 or
Chauncey Miller, 3260, 18-1

Pension Service Restoration, service ter-
minations other than retirements
Ruth Woehner, 3264, 18-1

Dental Assistance Plan

GPM Ellen Durnell, 4743, T.S.

HMO and Engle Road Warehouse
Sally Eichhorn, 3412, 18-4

MTO Judy Knipstein, 2101, 19-5

STD Mearvin Ruhl, 2916,
or Charlie Gnau, 2917, 26-2

SMD Marla Hall, 3603, 4-6

Group/division staff operations.
Doyt Schaadt, 3234, Walt Nielsen, 3268,
or Chauncey Miller, 3260, 18-1

CSD Pat Harris, 3335, 18-5

Other Benefit Plans

Emergency Aid Plan, Vacation, Holiday,

Educational Assistance, Sick and Personal
Business Pay, Salary Continuance, Sug-
gestion Plan, Military Service, Jury Duty,
Death in Family Pay
see your Employee Relations
representative listed above

Employee Product Purchase Plan (Courtesy
Discount) Maritza Badger, 3266, 18-1

Guaranteed Educational Loan Program, Em-
ployee Educational Loan Program
Doyt Schaadt, 3234, 18-1

Layoff Benefits Hourly & Nonexempt
employees see the designated Employee
Relations representative in your area for
explanation of Income Extension Aid and
Unemployment Compensation. Exempt
employees contact your Employee Rela-
tions representative. (Directory shown
above)

Bill Sutton scores one-under-par 35

Highlights Around The Leagues: Bill Sutton had everything going his way when he birdied holes No. 3, No. 8 and No. 9 at Foster Park to score a one-under par 35. Bill is the first player to be under par this season.

Not far behind was John Elliott who reeled off four birdies on holes No. 1, No. 2, No. 5, and No. 7 at Brookwood for a 36. Elliott's four birdies are the most in one round by any player this year.

Men's Golf Leagues Low Scores: Bill Sutton 35, 38, John Elliott 36, Eben Cobb 36, Al Kruetzman 38 (2), Glenn Cole 38 (2), Gary Sykes 38, Jim Schwartz 38, John Segyde 38, John Stark 38, John Baughan 39, Dick Colpetzer 39.

Ladies Golf League Results: Low

gross - Ilene Emlich 46, low net - Jennie Holderness, low putts - Lois Perrine. Nancy Dusing chipped in the hole on No. 2 for a par at Mc-Millen.

Birdies: John Elliott (4), Bill Sutton (3), Lee Shaw (2), Jim Streit, Al Kruetzman, Gary Sykes, John Bodenhafer, John Baughan, Bud Snyder, Dean Rodenbeck, John Stark, Keith Waldo, Glenn Cole, Bud Steinbacher, Eben Cobb, Ralph Hill, Dick Henchey, Duane Leeka, Tom Rehner, John Segyde.

Sandbagger of the Week: Gary Dray 49, 12 strokes under his average.

Putter of the Week: Gary Dray, 12 putts, including six one-putt greens.

GE Club bowling lanes to open Monday

The refurbished GE Club bowling lanes are set to open Monday, Aug. 16. Bowlers will have three weeks to shape up for league play which begins Sept. 7.

Employees, pensioners, their families and friends will be able to bowl three games for \$1 during the first three "practice" weeks.

In addition, the Club will host open house for last year's leagues

during the week beginning Aug. 23. For this one week, league members will enjoy free bowling at last year's regular league time. Bowlers should contact their league secretary for more information.

Over the summer, the bowling facility was remodeled, and it will now feature expanded food and beverage service. The Club will not be open weekends until regular play begins.

40 years of service



Robert Donohue GPM, Taylor St. Earl Sweeney GPM, Broadway Henry Mason, Jr. GPM, Winter St. Alfred Edwards GPM, Taylor St.

June prices on S&SP investments

Here is the report on the average prices for GE Stock, Mutual Fund, and Holding Period Interest Fund used under the Savings and Security Program to credit participants' accounts in June.

The Long Term Interest Fund price for the last day of the month is also shown, as well as year-to-date annual income rates for both the HP and LT Funds.

Month	Stock Price	Mutual Fund Price	Holding Period Fund YTD Annual Income Rate			Long Term Fund YTD Annual Reinvestment Income Rate	
			Price	1980	1981	1982	Price
June	\$61.688	\$24.212	\$10.00	10.9%	13.2%	16.6%	\$9.00 15.1%*

* At June 30, 1982 the net current yield of the long term investment portion of the fund was 14.3%.

Adlets

FOR SALE

6 PC. FRENCH PROVINCIAL DINING ROOM SUITE, all wood; Buescher alto sax, ex. cond. 485-2423.

GAS HOT WATER HEATER, new, 30 gal. 456-4742.

GE DRYER, \$100; Hotpoint 14' upright frzr, \$175, avail. 10/1, moving out of state. 672-8348.

QUEEN MATTRESS & SPRINGS; portable dish-washer. 432-5637.

27' TRAVEL TRAILER, fully contained, nvr used, reasonable. 484-2888.

CARVED CELLO, full size, good cond. 485-4549.

JOTUL WOOD STOVE; barrel stove; shower stall. 489-3998.

'72 FORD LTD, 4-dr., \$450. 745-2120.

SINK; counter; clothing; sailboat; misc. items, 8/16 & 8/17. 483-5672.

ELECTRIC JIFFY WEED EATER, used three times. 744-0773.

'80 YAMAHA XS1100, 2,400 miles, \$2,995. 1-419-399-4001.

WORLD'S FAIR TICKETS; 18,000 BTU air conditioner. 493-2241.

TRAILER HITCH, fits '79-'81 Mustang or Capri, \$20. 747-6574.

ZIG-ZAG SEWING MACHINE, Kenmore, ex. cond., older cabinet, \$50. 456-6643.

DOUBLE CAST IRON SINK & FAUCET, 32"x 21", wht, \$15. 747-4084.

BATHROOM WASH BOWL w-legs, 20"x24", wht, \$10. 432-2734.

HOUSE, 6 rms, 3 bdrms, needs repairs, cent. loc., \$2,000, inq. 1731 Lindley, eves.

'73 BUICK LeSABRE, 4 dr., pwr, air, ex. cond. 482-1880.

35 MM AIREQUIP/ARGUS SLIDE TRAYS, metal, holds 36 slides. 432-5767.

DRESSER, 6 dwr, good shape; 1 pr. yellow cape cods for picture window. 747-3869.

FIVE BICYCLES: 2 girls'-2 boys' 3-spds; 1 10-sp; 2 tricycles. 483-2549.

LIGHT WEIGHT BICYCLE EXERCISER, reasonable. 447-5098.

WHEELCHAIR "ROLLS" PORTABLE MEDICAL OXYGEN on whls, ex. cond. 744-3807.

WRINGER WASHER, \$25; 20 ch. CB antenna & coax, \$15; venetian blinds, \$2 ea., aft. 4 p.m.

'72 NOVA RALLY SPORT, 6 cyl, auto., very nice, was \$1,500 sell for \$975. 627-5997.

DESK w-chair, \$45; oval braid rug, 9'x6', \$45; 2 occas. chairs, \$40. 744-9479.

DOUBLE OVEN 30" GAS RANGE, auto controls, wht., reasonable. 484-5030.

BOAT CARRIER for auto roof, \$10. 745-5230.

FUNK & WAGNALLS, 27 volumes. 446-7355.

POODLES, females, apricot, 8 wks old, shots, \$100 ea. 422-5253.

METAL CABINETS: 2 bases w-tops, 3 wall, copprtrne, \$100. 1-897-2322.

SOLID PING PONG TABLE, tapered legs, fold-down net, \$100. 485-7771.

'73 DUSTER for parts, year old tires. 483-7252.

USED WHEELCHAIR, reasonably priced. 456-6780.

FOR RENT

FLORIDA ORLANDO AREA, 2 bdrms, 2 baths, on golf course, fishing. 1-854-3780.

FLORIDA COTTAGE, weeks or months, furn., by golf course & beaches, avail now thru Dec. 627-3431.

S.W. APT., 5 rms, carpet, redecc., appls., bsemt, util., gar., laund, prefer adults, \$165. 747-0241.

SERVICE

PROPERTY MAINTENANCE, yard work, painting, cleaning, exp., refs., reas. 747-5531.

PROFESSIONAL PHOTOGRAPHY - weddings, family & indiv. portraits, copy work, cust. frmg. 432-9753.

ANTIQUES expertly restored and refinished. 744-9330.

BABYSITTING in my home, SE, first shift., TLC. 745-2089.

FREE

200' OF GUTTER & 5 down spout pieces, 15 yrs. old, fair shape. 485-8661.

SIAMESE CAT, beautiful. 747-6264.

PETS, 9 mos. old male & mother, prefer farm. 456-1675.

September Elex Calendar

- 1 - Elex Executive Board meeting for second shift, 1 p.m., Bldg. 17-3 conference room.

2 - Pen-El Chapter Board meeting, 1:15 p.m., Charky's, 1329 W. State Blvd.

7 - Partizan Chapter Board meeting, 11:30 a.m., Alexander's Restaurant, 3005 E. State Blvd.

7 - Reservation deadline for Sept. 13 Elex supper and travelogue at the GE Club auditorium.

9 - Reservation deadline for Sept. 16 Elex luncheon and bingo at the Hobby Ranch House.

13 - Elex supper and travelogue "Switzerland - Now and Then" with Bob O'Reilly, GE Club auditorium. Supper catered by Venice Restaurant from 5 to 5:45 p.m.: Swiss steak, cole slaw, baked potato, peas with mushrooms, pie, coffee or milk. Tickets \$3.50 for members; \$4 for guests.
- 15 - Five Chapters' picnic with El-Par Chapter as hostess, noon, Fort Wayne Turners, 3636 Parnell Ave. Tickets \$5.50.

15 - Elex Educational Class, 7:30 p.m., Bldg. 18-1 conference room. "How to Handle Stress"; EAP Counselor Dag Arnold.

16 - Elex luncheon and bingo, 11:30 a.m., Hobby Ranch House, 3204 N. Anthony Blvd. for Elex members only. Tickets \$4.50. Menu: Pork chop, tossed salad, baked potato, rolls, fruit pie, beverage.

20 - Elex Executive Committee meeting, 4:45 p.m., Bldg. 18-3 conference room.

28 - Elex Executive Board meeting, first shift, 7:30 p.m., Bldg. 18-3 conference room.

In memory

Blanche M. Bennett, 2408 Pleasant Ave., died Aug. 5. She was a tester in Building 26-3, STD, before retiring in 1957.

Carmen M. Sordet, 200 E. Hoover, Building 7, died July 30. She was an order service clerk in SMD, Building 4-6, before retiring in 1969.

Mrs. Dale L. Ross, Jackson, Mich., died July 29. She was an assembler at Taylor Street before retiring in 1951.

Donna J. Miller, 4542 Evard Road, died July 25. She repaired FHP motors at GPM, Broadway, prior to her retirement earlier this year.

Thomas G. Carr, Antwerp, Ohio, died July 18. He worked in GPM before retiring in 1958.

Paul L. Carbaugh, Yoder, Ind., died July 16. He was a winder for STD in Building 26-5 prior to retiring in June.

Frances L. Eckrote, Thonotosassa, Fla., died July 11. She worked in GPM before retiring in 1958.

Dortha E. Gaff, Columbia City, died June 27. She was an assembler at GPM, Taylor Street prior to retiring in 1970.

#ADLETS

GE NEWS BLDG. 18-3

NO ADS TAKEN BY PHONE

INDICATE TYPE OF AD HERE:

☐ For Sale *

☐ Wanted

☐ For Rent *

☐ Free

☐ Ride Wanted

☐ Riders Wanted

☐ Lost

☐ Found ☐ Service

(PLEASE PRINT NEATLY)

Ads must be received only on this form by noon Monday for publication Friday. You may submit only one adlet per issue of the GE News. No more than 40 letters per Adlet, please. Print phone number only on line indicated below. Property advertised must be available without regard to race, creed, national origin or sex

Name _____

Address _____ City _____

Home Phone _____ Bldg _____

The item(s) referred to in this ad are in no way connected with any business venture

Signature _____

Three GE competitors report profit declines

Earnings at Franklin Electric Co. declined by 93 percent in the second quarter compared to the second quarter of last year, reported *The Journal Gazette*.

The Bluffton-based GE motor competitor earned \$171,000 in the second quarter on sales of \$37.2 million, or one-half cent for every dollar of sales. The previous year the company earned \$2.5 million on sales of \$44.9 million, or about 5.5 cents per dollar of sales.

The company said the worldwide recession and high interest rates contributed to depressed sales in all product lines.

Robbins & Myers expects loss

Robbins & Myers, a major GPM competitor, anticipates a substantial loss for the three months ending Aug. 31 and for its fiscal year, the *Wall Street Journal* reported.

The company said the setback is due largely to reduced sales in its division that makes ceiling fans. Fred Wall, president and chief executive officer, also said its electric motor division is being hurt by high interest expenses resulting from high inventories and low order levels.

Robbins & Myers has cut its divi-

dend to shareholders, frozen salaries and cut executive compensation and directors' fees.

Foreign sales up for Siemens

Siemens AG, a West German electrical company that competes against GE motor businesses, reported earnings rose 33% for the nine months ended June 30 from the year earlier.

Sales within West Germany fell 18% to \$5.1 billion, while foreign orders rose 21%.

Westinghouse signs labor pact

Westinghouse Corporation, second largest U.S. producer of electrical equipment next to GE, cited weak economic conditions in reporting an earnings drop of 1.3 percent in the second quarter.

Westinghouse also averted a possible strike by signing a tentative labor contract with its unions. The three-year contract includes wage increases identical to those in the new GE contract, said the *Wall Street Journal*.

Westinghouse reported it earned about 4.5 cents per sales dollar on sales of \$2.47 billion in the latest quarter.



Dracula counts 83 pints

Vicki Walker, a cost accounting clerk for GPM's Taylor-Winter Operation's follows Countess Dracula Luanna Oehlaffen to the bloodmobile donor area at Taylor Street. Oehlaffen, normally a wage and salary administration clerk, helped convince 10 employees to donate blood for their first time. Eighty-three pints of blood were collected during the drive July 14.

— Electric Car —

Continued from Page 1.

GE, for its part, will design and build the motor, the transistorized power inverter, and the drive control (the electronic package that controls the motor and inverter).

The project calls for delivery of two experimental power trains to DOE/NASA in the spring of 1985. One will be installed for road tests in a Ford Escort, and the other will be employed for bench tests at NASA's Lewis Research Center.

"The simplified packaging of the motor and transaxle in a common housing will make the power train a more suitable candidate for high-volume manufacture than any known to be under development today," according to Michael F. Ciccirelli, GE's project manager.

The program is divided into three phases: Phase I (nine months) will involve detailed design work and de-

velopment of advanced technology for the key components of the power train.

Phase II (15 months) involves component fabrication and testing, while in Phase III (one year), the entire experimental power train will be integrated and tested as a complete electric vehicle proof-of-concept propulsion system.

Ford and GE have agreed to share a portion of the program's costs.

AR&DL engineers assigned

Clovis Linkous, manager of AR&DL, has assigned Harold Blaettner as liaison engineer for the motor development work.

Other key engineers in this project are J. L. Oldenkamp, J. C. Hann, R. T. McGregor and F. C. Avilla.

D.J. Gandhi of GPM will lead his department's role in the construction of the AC motor prototypes.

Eight employees begin retirements

Charles F. Shipman retires with 17 years of service. He began as a mold and die maker in the Applied Research and Development Lab, Building 19-4. His final assignment was mold maker, MTO, Building 19-4. "I came to GE for a job and stayed because of the job opportunity, good



pay, benefits and good friends I've made over the years."

The following employees are retiring but chose not to have their photographs in the GE News:

James F. Smith, quality control, SMD; Everett W. Sloffer, bench machinist, MTO; Myrtle M. Wilcoxson, Amp splice, GPM; Edward F. Bienz, specialist-planning, HMD; Kermit C. Crist, stockkeeper, SMD; David C. Harkless, setup, GPM; Richard W. Fisher, punch press operator, SMD.

Thirsty Horde wins two

In GE club softball, the Thirsty Horde returned from Shutdown to win two games and move back into the chase for the league lead.

Standings

	Won	Lost	Tied
Decatur	8	3	0
Winter Street	8	4	0
Thirsty Horde	7	4	1
Foul Balls	4	7	0
Tacky Turkeys	3	7	1
The Shafts	3	8	0

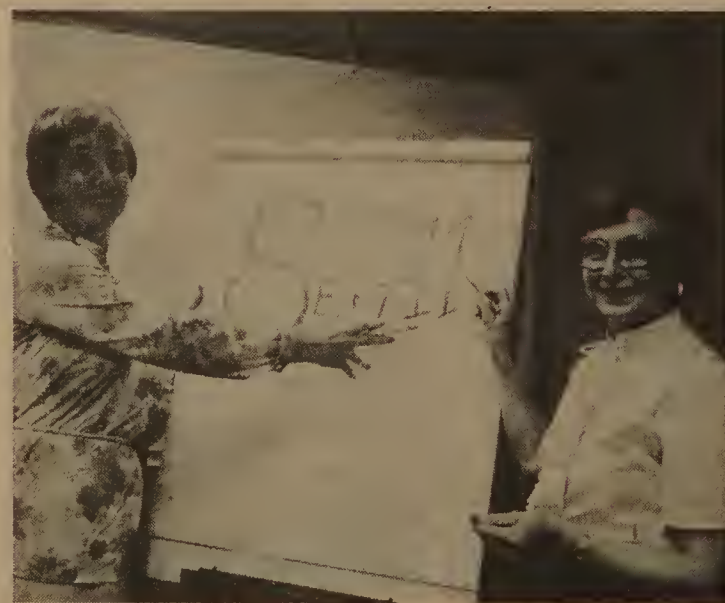
Last Week's Results

Thirsty Horde 9, Foul Balls 4; Winter Street 20, The Shafts 10; Thirsty Horde 17, Tacky Turkeys 7; The Shafts 4, Foul Balls 1.

General Electric News

1635 BROADWAY
PO BOX 2204
FORT WAYNE IN 46801
Phone 428-3249
(Dial Comm.: 8*380-3249)

Quarter Century reservation deadline Aug. 25



Quarter Century Club secretaries, Mary Stolz and Glen-dola Barnett, urge all members who have not already done so, to make reservations now for the Sept. 11 outing at the Memorial Coliseum. The reservation form, which includes an election ballot, should be mailed so it reaches Betty Thompson at the address shown no later than Aug. 25.

Quarter Century Club

Outing Reservation Form

Outing: September 11, 1982

Reservation deadline: August 25, 1982

☐ Yes, I will attend

☐ Sorry, I can't make it

Signature _____



Election Ballot

(Each member should cast a total of four votes)

President (Vote for one)

- ☐ Helen Deahl, Taylor Street
☐ Art Razor, Wire Mill

Director (Vote for one)

- ☐ Betty Campbell, Taylor Street
☐ Alberta Malcolm, 19-1

Assistant Secretary (Vote for one)

- ☐ Marge Evans, Taylor Street
☐ Joan Hoover, 4-6

Director (Vote for one)

- ☐ Robert Baker, Decatur
☐ James Pollock, Decatur

Mail this entire form to: Betty Thompson
General Electric
2000 Taylor Street, P.O. Box 2205
Fort Wayne, IN 46801

General Electric News

AUGUST 20, 1982

FORT WAYNE, INDIANA

VOLUME 64, NO. 31

Good service wins another order

Moderate temperatures cool order rates at SMD

Cool summer weather and a frigid economy have put order rates on ice at SMD, Taylor Street. Section 15 has scheduled short-timing days today and all next week to adjust for weak order rates.

Originally, Thursday of this week also was scheduled as a lack-of-work day, but a rush order from Magic Chef turned it into a work day instead. Such rush orders are nothing new. Section 15's quick delivery of motors to Magic Chef last May has caused the customer to come back again and again when its sales perk up.

Because of the poor sales outlook and high interest rates, customers are reluctant to stock motors. At the same time, they are anxious to serve when sales opportunities occur. This situation often translates into "rush" orders.

Unfortunately, such orders are all too rare at Section 15, and the rest of 1982 does not hold a lot of promise.

Air-conditioning sales down

"Our room air conditioning customers have high finished product inventories right now for two basic reasons," notes Al Kruetzman, manager of heating and air-conditioning sales for SMD.

"First, it's been relatively cool nationwide this summer with no sustained hot periods as we've had in recent summers. Second, high interest rates and high unemployment have discouraged consumer spending.

"These same high interest rates



"With business like it is, you have to be versatile," says Connie Pruitt (right) as she trains fellow Section 15 employee Joann Dansby how to do endshield packing at SMD. In a day's time either person might do two or three different jobs to keep the assembly line running smoothly. "There are so few of us working that there is no room for absenteeism," says Connie. "You have to pull together more," adds Joann. "You have to know how to do the job ahead of you and the one behind you and help each other out." Section 15 orders are down because of unfavorable economic and weather conditions.

have also taken a lot of potential home buyers out of the market. With housing construction down, the market for central heating and air-conditioning motors remains stifled."

Normally, SMD would count on home-heating customers to begin buying more motors in the fall, but Kruetzman is pessimistic about such inventory building this year.

The prolonged economic slump has also affected the replacement market for SMD motors, says Don Nelson, manager of distributor sales.

"The majority of our replacement motor business is in the room and central air conditioning market," says Nelson.

"Sales have slowed because of the cool summer. People just haven't run their air conditioners much so fewer have failed. With the poor economy, people are reluctant to spend the money on repairs even if their air conditioning does go down. And if an air-conditioning unit fails this late in the season, consumers may be inclined to wait until next year to replace it."

Nelson says a cold winter could spur sales of replacement motors for furnaces, but that is not likely to occur until December at the earliest.

SMD pursues opportunities

He notes that SMD sales promotions have had some success in the marketplace and that Energy Saver motors have been a plus.

Kruetzman adds, "We have been aggressively pursuing sales through new products, new product applications and major customer share gains."

At the same time, Section 15 has demonstrated with its repeat orders from Magic Chef that customer service and quality products make it possible for SMD to win orders it might not have had otherwise.

"Even though the prime rate and other short-term interest rates have declined in recent weeks, mortgage rates remain high. The air-conditioning season is really about over. And even if the economy turned around soon, there would be a lag before new homes were constructed in large enough numbers to significantly affect our business," Kruetzman says.

Hourly pay hikes in checks Aug. 25

Hourly employees will first see the financial benefits of the new contract in their paychecks next Wednesday for work performed last week.

Those checks will include the 7 percent general increase and the increase resulting from pay structure improvements.

For Savings and Security Program participants who have been receiving "program rates" of pay, the Aug. 25 paychecks will also reflect the elimination of the S&SP pay differential.

Because the pay provisions of the new GE job package went into effect June 28, hourly employees will receive a pay adjustment for fiscal weeks 27 through 32 (June 28 - Aug. 6). This retroactive payment will be reflected

in paychecks Sept. 1 for most hourly employees. Some hourly employees may experience a delay in receiving this retroactive pay, says Doyt Schaadt, manager of personnel accounting and banking. This may apply to employees who have transferred between plant locations in Fort Wayne since June 28. The delay is not expected to last longer than one week.

Nonexempt-salaried employees have been receiving their new pay increases for several weeks. Because the hourly payroll includes changes to incentive pay plans, the company's computer programs for hourly payroll had to undergo extensive changes. That took more time, explained Schaadt.



Graduation day

Friday was graduation day for eight GE employees who participated in what is likely to be the last Work Zone VIII training class at GE in Fort Wayne. From left are IVY Tech Instructor Don Shimkus; Palmer Hillegas, GPM; Mary Lopshire, GPM; James Banks, GPM; Beverly Thomas, GPM; Don House, director of Work Zone VIII training for GE; Janice Medaugh, GPM; Linda Frasure, SMD; Cornelius Key, STD; Charlotte Witzenman, STD; and George Glaser, tool crib attendant at IVY Tech. Participants received GE wages while attending class full-time. Story on Page 4.

Q & A

GE benefits:
Educational
Assistance

Q: I understand there are some GE programs for aiding employees and their children with the cost of going to college or trade schools. Just what kind of help is available?

A: You're right. There are several ways GE employees can obtain assistance with college financing through General Electric, both for themselves and for their dependents. Here is a brief description of the plans that are available:

- **Savings and Security Program.** If you are a participant in S&SP, you can make withdrawals for educational expenses without forfeiting the company matching payments on your savings. This includes educational expenses for you, your spouse or eligible children. Eligible children would include unmarried children who are full-time students and who are totally or mainly dependent on you for support. This applies to natural, adopted or step-children.

You can withdraw an amount equal to the cost for tuition, room and board, books, lab fees and similar expenses at a recognized trade or professional school as well as at a college.

The minimum withdrawal is \$100, and no more than three withdrawals can be made in any one year.

You must submit your request for such withdrawals to the payroll accounting office in Building 18-1 by the end of the school term to which the withdrawal applies.

- **Guaranteed Educational Loan Program (GELP).** GE employees and their children are also eligible for guaranteed loans for full-time post-secondary school education if they meet certain requirements.

Loans may be approved for:

- employees who have at least one year of

continuous service, and the children of such employees.

- pensioners who retired directly from the company with at least five years of continuous service, and the children of such pensioners.

- children of employees who died while in active service or while receiving a pension and who had at least five years of continuous service.

- persons on educational leave of absence who have previously been granted a loan as employees of the company.

All students must meet a needs test administered by the college. Only students whose gross adjusted family income is \$30,000 or less will "automatically" qualify for loans. All others must demonstrate need according to federal guidelines.

The advantage of such loans is that no interest will be charged while the student is attending school and for the six-month period immediately following completion of studies or termination of attendance. The current interest rate is 9%.

Repayment of such loans is guaranteed by United Student Aid (USA) Funds. This guarantee is made possible by a deposit with USA Funds by GE.

Each student may borrow up to \$2,500 a year for undergraduate study or \$5,000 a year for graduate study. The maximum loan total for any student is \$12,500 for undergraduate study or \$25,000 for undergraduate and graduate study combined.

Arrangements for the actual loans are made by individual borrowers with participating banks.

For more information see your employee relations representative.

- **Employee Educational Loan Program (EELP)** also is available to help finance post-secondary education. Under this program a loan may be made to employees by the company at prevailing rates of interest (currently 12.5%) for use by the employees or their children.

These loans are subject to the approval of the department general manager. There are

limits on the amount that can be loaned under EELP.

- **The Individual Development Plan** is available to full-time hourly and nonexempt employees on the active payroll or on lack of work if they have six months or more of service at the time courses are scheduled to begin.

The company will refund 100% of tuition and other compulsory fees up to a maximum of \$800 per year (\$1,200 beginning Jan. 1, 1983) upon satisfactory completion of the courses.

Participation requires advance written approval of the course and institution, so see your employee relations representative soon if you are planning on taking courses this fall.

- **Tuition Refund Program** is available for courses of study leading to a bachelor's degree or higher.

- **Insurance benefits.** It's also important for employees to realize that the GE Insurance Plan continues to cover dependent children while they are full-time students at school or college even after age 23, so long as they are not employed full-time and remain principally dependent on the employee for support.

The same holds true for the Dental Assistance Plan, the Dependent Life Insurance Plan and Personal Accident Insurance Plan.

Doyt Schaadt, Manager
Personnel Accounting and Banking

Q & A

Mail to: GE News
Bldg. 18-3

My question is: _____

Name _____ Location _____

(Please fill in your name so answers to specific questions can be addressed to you.)



John Langohr, Area Services.

Suggestion totals \$222

John C. Langohr, plumber in Unit 607 of Area Services, recently received a suggestion award of \$221.92.

John suggested installing a mechanical stop on each of the safety air switches on the Rap-A-Mat (box glue machine) in SMD, Section 15, Taylor Street.

The mechanical stops prevented the access doors from slamming too hard. This slamming had caused switches to be broken.

The award was based on savings related to downtime, replacing switches and safety.

ECSF helps provide services

Employees tour largest Red Cross center in state

"Helping secret service agents escort President Reagan and giving first aid to a sandbagger who'd tried to sew up his own split-open hand. Those were just two of the ways Red Cross personnel assisted with flood relief this past March," Mike Snyder told GE's Employees' Community Service Fund Board members during their recent visit to the Red Cross Center.

Snyder is public affairs director for the American Red Cross in Fort Wayne.

The board, which coordinates the United Way campaign at GE each fall, visits member agencies during the year to learn firsthand how contributed dollars are used.

Last year, GE employees and the company pledged a record \$360,000 to United Way agencies. Bettering that figure in this fall's campaign is expected to be a challenge because of reduced GE employment levels.

The Red Cross facility on East California Road is home to both the Fort Wayne Regional Blood Center and the Allen-Wells Chapter. According to Snyder, "About 85 percent of the facility is used by the



Doug Lehman, Hermetic Motor Operation, tours the area where donated blood is stored.

Blood Center, with the other 15 percent used by the local chapter.

"The combined center is the largest Red Cross center in Indiana," he noted. "It is three times larger than

the one in Indianapolis."

Snyder told the board members that the Regional Blood Center collects, processes and distributes blood to 47 hospitals in northern Indiana and northwestern Ohio. Included among the center's activities is the scheduling of bloodmobiles throughout a 36-county area.

Snyder said that the Regional Blood Center does not receive any United Way assistance. It is funded by the processing fees collected from hospitals which use the blood.

"The Allen-Wells Chapter," Snyder continued, "handles everything else the Red Cross provides. Whether it's disaster or nursing services, child care, first aid, or swimming classes, it's the local chapter, funded by United Way dollars, that provides the services."

"While we have over 130 paid staff members working in this building," said Snyder, "the amazing fact is that for each paid staff member there are more than 20 volunteers. They're the ones who stretch your United Way dollars and spread our services to all parts of the community."

Sutton one-under-par second straight week

Men's Golf League Low Scores: Bill Sutton 35, Eben Cobb 37, 39 (2), Dick Wells 37, Glenn Cole 38, Bud Steinbacher 38, Don Nelson 38, Fred Kohler 39, Mel Guillaume 39, John Baughan 39.

Ladies Golf League Results: Low scores - Barbara Pritchard 48, Ilene Emlich 48, Nancy Dusing 49, Low putts - Ilene Emlich.

In their "Best Poker Hand" event, Lois Perrine and Nancy Dusing tied with five-of-a-kind.

Birdies: Dick Wells (2), John Baughan (2), Mel Guillaume (2), Dick Hensler (2), Roger Hirt (2), Gary Pickett, Paul Yentes, Herb Meyer, Art Rasor, Frank Chandler,

Dick Mills, Dick Colpetzer, Gil Carl, Lee Shaw, Mike Bufink, Fred Kohler, Morrell Travis, Ray Benckenstein, Clovis Linkous, Ken Wyman, Steve Elett, Bill Sutton, Don Nelson, Bud Steinbacher, Vern Budreau, Glenn Cole, Ralph Buckmaster.

Sandbagger of the Week: Dick Wells 37, 9.4 strokes under his average.

Did You Know: About these golf definitions by golf columnist Jim Bishop? **Shank** - An unconscious trick shot which courts cardiac arrest. **Pro** - The only doctor who will not tell you that your game is terminally ill.



Remember When Club to meet Oct. 18

The annual meeting of the Remember When Club will be at 6:30 p.m. Monday, Oct. 18, at the Women's Club, corner of Wayne and Ewing Street, Fort Wayne.

The dinner and meeting are open to any woman who worked at GE before Dec. 31, 1950. Members include pensioners, other former employees and current employees.

General Electric News

1635 BROADWAY
PO BOX 2204
FORT WAYNE IN 46801
Phone 428-3249
(Dial Comm.: 8*380-3249)

Softball race tightens

Highlighting last week's GE Club softball action was the Thirsty Horde's victory over Decatur. This loss by Decatur dropped them into a first place tie with Winter Street who won over the Tacky Turkeys.

Standings

	Won	Lost	Tied
Decatur	9	4	0
Winter Street	9	4	0
Thirsty Horde	8	4	1
Foul Balls	4	8	0
Tacky Turkeys	4	8	1
The Shafts	3	9	0

Last Week's Results

Tacky Turkeys 15, The Shafts 1; Thirsty Horde 14, Decatur 2; Decatur 23, Foul Balls 13; Winter Street 14, Tacky Turkeys 9.

Fast service on insurance claims

Insurance operation employees hold some of the thousands of insurance claim forms they receive each month. The group, located at Winter Street, recently received corporate recognition for prompt, accurate payment of employees' medical claims. They process approximately 6,000 claims per month on the average.

Square dancing lessons free at GE Club

GE retiree Carl Brandt will teach two classes in square dancing beginning in September at the GE Club.

Free classes for beginners will begin Sept. 10 and continue for six consecutive Fridays. Classes last from 7:30 to 9:30 p.m.

Daytime lessons will be conducted at 1 p.m. Wednesdays beginning Sept. 15 for the convenience of retirees and night-shift employees.

The classes are open to employees, retirees and their guests. The first lesson is free for all GE guests.

New participants in the beginner classes will be accepted during the first three sessions. Upon completing the classes, dancers are eligible to join Brandt's Rustlers or Golden Squares dance groups.

For more information, call Carl Brandt at 456-2638.

Adlets

RIDE WANTED

HWY 69 WATERLOO, KENDALLVILLE OR AUBURN EXIT TO BDWY, 8-4:36 p.m. 1-281-2422.

FOR SALE

ROYAL TYPEWRITER, man., ex. cond.; toaster; elec. broom; coffee pot, \$10 ea. 747-3871.
25' CHAIN LINK FENCE w-gate & fittings, \$60; new dehum., \$175, aft. 3 p.m. 486-4127.
BOY'S JEANS & SWEATERS, sz. 5, good cond., \$2 ea. 432-8644.
KING-SIZE BED, complete, new; copertn refrig., new. 483-2098.
HOMART GRINDER SANDER on table w-access. 745-7984.
COUCH, bwn, 4 cush.; hammock; vac. sweeper; bk end tbl. 447-3418.
'72 MONTE CARLO, good cond., runs great, \$1,100. 745-1071.
DOUBLE WIDE on large lot near city, north, \$29,500. 432-3794.
MICROWAVE OVEN, must sell, make offer, aft. 5 p.m. 447-6280.
ANTIQUE RCA VICTROLA CABINET, wood ex. cond., needs some refin., mst see to appreciate. 493-2983.
ANTIQUE CONSOLE RADIO CABINET, Silverstone, walnut, \$60; occas. chairs, 2, \$35 ea. 744-9479.
MAN'S THREE PIECE SUIT, sz. 38 reg., gray, like new. 745-2120.

'72 CHEV. CAPRICE, PS, PB, cruise, tilt, 327 auto, \$475. 447-0239.
13" WHEEL COVERS, 4; bicycle paper carrier baskets. 747-5461.
APARTMENT BUILDING, good terms. 672-3781.
FIVE SPEED BOY'S SCHWINN, 20", Hurricane, blue, \$70. 444-8243.
TWO BEDROOM RANCH, good cond., \$23,900. 486-1135.
SCUBA DIVING EQUIPMENT, like new, \$550, aft. 5 p.m. 724-7759.
LOON LAKEFRONT COTTAGE, 1 bdrm, dbl lot, 2 boats, \$35,000. 747-2913.
'74 MAZDA, 38,000 miles, runs good, must sell, \$800. 422-9307.
BEDSPREAD & DRAPES, red & gold, \$50. 484-4827.
'78 KZ 650 SR KAWASAKI, 5,000 miles, red, like new, extras. 1-547-4441.
SCHWINN BIKE, boy's, 3 spd, \$25. 745-2764.
WATER SOFTENER, reasonable. 432-1460.
'78 HONDA TWIN STAR 185, 3,200 miles; '78 Ford LTD II, PS, PB, air, \$1,500. 446-7163.
FIVE ROOM COTTAGE, Highland Pk, Hamilton Lake. 456-4624.
'73 MONTE CARLO, rough, make offer. 489-5633.
GE 21" COLOR CONSOLE w-Mediterranean cabinet, beautiful, \$100. 747-4304.
'66 MOBILE HOME, 12'x52', W&D, skirt, must settle estate. 693-6295.
GE DRYER, avail. 10/1, good cond., \$75; mink jacket, petite sz. 10, \$300 firm. 672-8348.
SANYO REFRIGERATOR, dorm size, like new; 23 ch. CB & ant. 485-3872.
INSULATED TOYOTA CAP, 62"x88". 623-3184.
'72 FORD WAGON, aft. 5 p.m. 749-4407.
GAS SPACE HEATER, \$100; mahogany stereo, \$35, nice for cottage or garage. 484-5484.

BEDROOM SUITE, ex. cond. 639-3137.
DOUBLE SINK VANITY TOP, new, 61"x19", beautiful. 747-2913.
DISTRIBUTORS, 2, for Chev. conv. & Chrys.; heater motor for Ford, all new. 482-2288.
WROUGHT IRON PORCH RAILS, 2, base - 22 1/2", rail - 26 1/2", \$45, Sat. or Sun. 422-6785.
CAST IRON BATHTUB, roll top, on base, over 50 yrs. old. 456-8433.
PING PONG TABLE, \$30. 456-5134.
MICROWAVE OVEN, nvr. used, Sears Mdl. No. 99821. 747-2271.
WRINGER WASHER, \$25; 20 ch. CB ant. & coax, \$15; venetian blinds, \$2 ea., aft. 4 p.m. 447-0115.

WANTED

USED BASE KITCHEN CABINETS. 747-2994.
FULL SIZE BED FRAME w-mtchg headboard & dresser. 432-2280.
LIGHT BOAT TRAILER for 15' boat. 432-3608.
'73-'78 ECONOMY CAR in good cond. 485-2520.

LIONEL & AMERICAN FLYER TRAINS, any cond., aft. 5 p.m. 1-724-8011.
STORM & SCREEN DOORS, 2, 80"x32", alum. or wood. 432-4611.

SERVICE

PAINTING, odd jobs. 422-1752.
CONCRETE CONSTRUCTION, replace, repair - licensed & insured, eves. 446-5643.
WILL CLEAN YOUR HOUSE OR APT., exp., refs., reas. 747-5531.
MASONRY WORK - chimney repair, etc., licensed & insured. 447-1442.

FREE

FLUFFY KITTENS. 622-7107.
FEMALE DOG, yr. old, friendly, has all shots. 447-6579.

FOR RENT

UNFURN. APT., SW, carpet, appl. bsment, util, gar., adults, \$165. 747-0241.

*ADLETS

GE NEWS BLDG. 18-3
NO ADS TAKEN BY PHONE

INDICATE TYPE OF AD HERE:

☐ For Sale * ☐ Ride Wanted
☐ Wanted ☐ Riders Wanted
☐ For Rent * ☐ Lost
☐ Free ☐ Found ☐ Service

(PLEASE PRINT NEATLY)

Ads must be received only on this form by noon Monday for publication Friday. You may submit only one adlet per issue of the **GE News**. No more than 40 letters per Adlet, please. Print phone number only on line indicated below. Property advertised must be available without regard to race, creed, national origin or sex.

Name _____

Address _____ City _____

Home Phone _____ Bldg _____

* The item(s) referred to in this ad are in no way connected with any business venture

Signature _____

In memory

Helen B. Smeltzer, Roanoke, died Aug. 11. She was a leading operator in HMO, Building 17-4, prior to retiring in 1973.

Edward O. Runlon, Garrett, died Aug. 9. He was a machine operator at GPM, Taylor Street, before retiring earlier this year.

Mildred M. Lenington, 12515 Coldwater Road, died Aug. 7. She was a coil injector at SMD, Taylor Street, prior to her retirement in 1968.

William R. Boling, 1622 Getz Road, died Aug. 13. He was a process development specialist at STD, Building 26-1.

Employees gain confidence in ability to learn new skills

Eight employees graduated last Friday from what is expected to be the last of GE's Work Zone VIII training programs in Fort Wayne.

"Fifty GE employees have graduated from the program in the last four years," noted Don House, who organized the training for GE in Fort Wayne.

"I think if the people who went through the course learned anything it was that the ability to succeed in higher skill jobs has nothing to do with a person's sex or race.

"It's unbelievable what some of these people have accomplished in a short period of time," he added.

The course included four weeks of classroom studies at GE in blueprint reading and mathematics, followed by five weeks of hands-on training at Indiana Vocational Technical College (IVY Tech).

"Many Work Zone VIII Training graduates have pursued additional training at IVY Tech and other colleges," said House.

During training, employees learned to use lathes, mills, surface grinders and drill presses.

"I think I have more knowledge of machinery," said Char Witzeman, GPM, Broadway. "I



One of the payoffs for Zone VIII Training graduates Cornelius Key (left), Palmer Hillegas and Bev Thomas was an occupational certificate giving them 15 credit hours toward a college degree. Standing are Don House (left), director of the program the past four years, and instructor Don Shimkus of IVY Tech.

believe a lot of women are afraid to work at certain jobs because they don't have the skills. Now that I have the basics, I think it would help me have more confidence."

Cornelius Key, STD, Building 19-1, not only gained some machining skills, but was appointed group leader for the last week of class. "I had some knowledge of the machines when I came into the class, but it was a lot different using them. I would try to get a job using these skills if one became available," he said.

Linda Frasure, SMD, Taylor Street, added, "If anything would ever happen to my GE job, I would have some basic skills to do something else. Since I happen to like working on cars, I think I'll take some more courses at IVY Tech in that field."

At least one person discovered

that age was no barrier in the classes.

"I was frightened at first about being able to do the classroom work because I was the oldest in the class," said Beverly Thomas, GPM, Taylor Street. "But it worked out fine."

Don't stop now

Jack Hughes, specialist in personnel practices at GE, told the class, "You can be proud of what you have accomplished. The economy may not look too promising right now, but technical knowledge is going to be in demand in the future. I urge you not to let your education end here. Keep going."

He noted that GE offers several benefits to employees to further their education and gain new skills. (See related story on Page 2.)



IVY Tech's Don Shimkus instructs Charlotte Witzeman (above) as she hardens a piece machined in class. Below, Shimkus watches as Linda Frasure, SMD, measures her work with a micrometer. Employees continued to earn GE pay while attending classes for five weeks at IVY Tech.



'Many Work Zone VIII graduates have pursued additional training at IVY Tech and other colleges.'

GE Day at Kings Island

Number of tickets _____ at \$4.75 each.

Check the date for which you want tickets: Saturday, Sept. 18 _____
Sunday, Sept. 19 _____

Please note: Tickets cannot be refunded for any reason.

Turn this coupon in at the Employees Federal Credit Union, 1021 Swinney Ave., by Aug. 31.

Need ride to Quarter Century Outing?

Mail to:

Dottie Askren, Building 18-4, 1635 Broadway, P.O. Box 2204, Ft. Wayne, IN, 46801.

The following Quarter Century Club member would like transportation to and from the Quarter Century Outing at the Memorial Coliseum on Saturday, Sept. 11.

Name _____

Address _____

Phone _____

**This week's
Class 'E' Special
while they last: \$14⁹⁹**

**YOUR EMPLOYEE STORE
1030 Swinney 10-5:30 M-F**

GE COFFEEMATIC® II DRIP COFFEEMAKER.
For morning fresh coffee that's easy to make! Brews 2-10 cups of coffee. Features in-carafe type coffee basket with shower head water spreader. Automatic Keeps-Warm when brewing is complete. On/off switch with signal. With "starter supply" of paper filters.
DCM-9



Permit No. 40
FORT WAYNE, IN
PAID
U.S. POSTAGE
BULK RATE

Mail, Inc.
1050 S. Anthony Blvd.
Fort Wayne, IN 46803
Address correction requested
(For quickest response, please mail all non-intracompany address changes directly to Mail, Inc. at the address printed above. Be sure to include both your old and new addresses indicating zip codes for each.)

HMD, AMD to be combined into one department

Plans were announced this week to combine GE's Hermetic Motor (HMD) and Appliance Motor (AMD) departments into a new Appliance & Hermetic Motor Department. The new department will serve the needs of major appliance and appliance component manufacturers. The effective date of the reorganization will be Jan. 1, 1983.

Cochran to head department

Donald G. Cochran, HMD general manager, has been named general manager of the Appliance & Hermetic Motor Department, according to the announcement made in Fort Wayne by William R. Fenoglio, vice president and general manager of the Component Motor Division. The new department will be headquartered in Holland, Mich.

Fenoglio said the Appliance & Hermetic Motor Department was being formed to position GE to deal with changing market conditions. He said that both departments have had declines in motor sales volume in 1982.

Forecasts for 1983 and beyond indicate that these markets will grow at slow rates.

The reorganization responds to GE's expectation of a smaller and intensely competitive market.

Need to reduce base costs

"Both the Appliance and Hermetic Motor departments are fundamentally sound businesses," Fenoglio said.

"However, the current recession has had a serious impact on 1982

sales. The slow growth projections for 1983 and beyond force us to take major action to reduce base costs. Through a single product department structure we will strengthen our marketing capability and reduce management costs.

"We must do this to insure the profitability that allows for continuing investment in this business."

The combination will result in the reduction of a total of 30 to 40 salaried employees between the headquarters locations of AMD in DeKalb, Ill. and HMD in Holland, Mich. Most of the headquarters employees of the new department will be located in Holland.

The reorganization does not affect hourly employees at any of the HMD or AMD plants.

Besides the DeKalb and Holland plants, manufacturing facilities of the new Appliance and Hermetic Motor Department will be in existing plants in Fort Wayne; Tiffin, Ohio; Murfreesboro, Tenn.; Scottsville, Ky.; and Singapore.

Staff members named

Department staff managers have also been named for the new department. Appointments include: William R. McKenzie, manager of manufacturing; Bernard R. Berntson, manager of marketing; Lee P. Theisen, manager of finance; John H. Boyd, Jr., manager of engineering; and Donald W. Supina, manager of employee relations.

Their offices will be located in Holland.

General Electric News

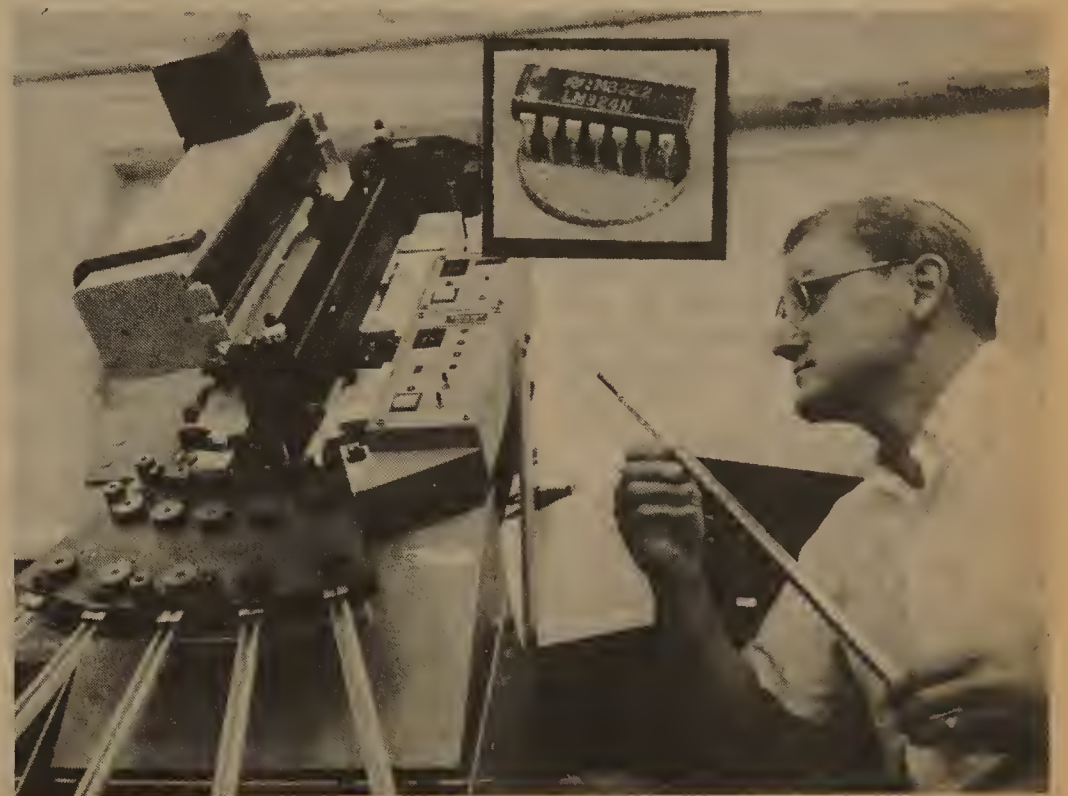
AUGUST 27, 1982

FORT WAYNE, INDIANA

VOLUME 64, NO. 32



"This new equipment is a lot more sophisticated than what we used to have," says Dan Jones, receiving inspector. Here Dan tests a transistor (inset) manually on the computerized equipment. Vendors now send Power Supply some parts on reels, which allows PSO to test as many as 8,000 parts per hour. PSO sells to copier manufacturers such as Kodak, 3M, Xerox and IBM.



Receiving Inspector Howard Walker, Building 26-4, prepares to insert a tube of integrated circuits (inset) into the new Integrated Circuit Handler at the Power Supply Operation. The handler and Digital Tester (background) can perform 80 to 100 tests on each part in a fraction of a second. PSO performs 100% inspection on such components to make sure its power supplies are built right the first time.

How Power Supply defends against defects

\$235,000 investment makes it tough to get in at PSO

"Build it right the first time," is a slogan you hear a lot these days, and the Power Supply Operation has invested \$235,000 in new incoming inspection equipment to make sure its employees can do just that.

"It costs only a few cents to test and reject bad incoming parts," says Cecil Clancy, quality control test engineer for PSO in Fort Wayne, "But if we don't catch the defect until after the component has been assembled, it would cost considerably more to find and repair the

defect."

Such quality cost savings are expected to make the new equipment pay for itself by the end of its first year in operation.

The new computerized test equipment is used to inspect such components as capacitors, resistors and integrated circuits, which PSO assembles into power supply products sold to copier manufacturers.

"Most of the components we run through these machines receive 100% inspection, not just a sample

test," says Clancy.

The new Integrated Circuit Handler and Testers can perform 80 to 100 tests on an integrated circuit in a fraction of a second.

"It used to be that we didn't do incoming inspection on some parts, and it was very time consuming even to do a sample. Now, nothing gets through unless it passes our tests and meets our specifications," notes Clancy.

He says that incoming parts have a failure rate of about 2 parts per

hundred. The failures are sorted from the good parts, and if there are enough of them they are sent back to the vendor with a computer print-out sheet showing the tests the parts had failed.

"One benefit is that vendors seem to have improved the quality of parts they send us now that they know we have this equipment," says Clancy.

See POWER SUPPLY, Page 4.



GE Club bowling facilities remodeled

GE employees, pensioners and their friends will be able to bowl three games for \$1 one more week before league play gets under way Sept. 7 at the newly refurbished GE Club lanes. The lanes were remodeled over the summer and feature expanded food and beverage service. Bowlers may still sign up for mixed-league openings Friday, Saturday and Sunday; for a men's league that

bowls Monday at 6 p.m. and for the 6 p.m. Friday Night Taylor Street League. There are openings for entire leagues at 8:30 p.m. Tuesdays; at 6:30 and 9 p.m. every other Saturday starting Sept. 18; and every other Sunday at 4 and 6 p.m. beginning Sept. 19.

Company follows formal procedure regarding excessive absences

Excessive employee absences are the focus of the company's Non-Disciplinary Termination Procedure, says Marv Hamilton, manager of union relations here in Fort Wayne.

"Although the procedure is not new, we have recently formalized it as a written policy to ensure that it is applied consistently and so employees will have a better understanding of how the procedure works," he says.

The Non-Disciplinary Termination Procedure is based on the company's right to expect reasonably regular work attendance by employees. While the disciplinary rules and procedures apply to unexcused absences, the non-disciplinary procedure applies to excessive absences generally beyond the employee's control.

All employees reviewed

Under this procedure, all employees' attendance records will be reviewed annually. Those employees with absence histories approaching 25% or more over the last two consecutive years will automatically be

'... non-disciplinary rules and procedures apply to excessive absences generally beyond the employee's control.'

further evaluated for action under this procedure.

If the employee's record does not warrant further evaluation it will be reexamined at the next annual review or at the conclusion of an absence of two weeks or more if such absence occurs prior to the next scheduled review.

Further evaluation of an employee's attendance history will be to determine the reasonable expectations of future attendance. This evaluation will include, but not be limited to, the following:

- notification to the union of the potential non-disciplinary action,
- opportunity for the employee and the union to submit relevant information regarding future attendance,
- encouragement of the employee to take any actions which would enable attainment of a reasonable attendance record,

- company doctor inputs and evaluation of the employee's medical condition(s),

- additional medical opinion, if requested,

- review of the employee's total attendance record.

First letter explained

If it is determined that non-disciplinary actions are not warranted, the employee's record will be refiled for the next annual review. If the determination is that non-disciplinary action would be appropriate, the first letter of this procedure will be issued.

All actions during this evaluation process will be documented, along with relevant information, and filed in the employee's personnel records.

If the first letter under this procedure is issued, it will remain active for a period of two years. During this time, the employee's attendance

record will be reviewed every three months and any negative trends will be brought to the attention of the employee and the union.

Second letter issued

If the employee's record indicates absences approaching 30% or more in any consecutive six-month period during the two years, evaluation for termination under this procedure will be initiated automatically. This evaluation will include the same considerations as those for the first letter. If it is determined that the employee will probably continue to be unable to maintain regular attendance, the termination letter will be issued.

If during the two year active period the employee's attendance record does not "trigger" any further evaluation, the first letter will be considered expired. The employee will again be subject to the annual reviews. The expiration of this letter does not rule out the issuance of a subsequent first letter if the employee again experiences absences which exceed the standard measurements.

July prices on S&SP investments

Here is the report on the average prices for GE Stock, Mutual Fund, and Holding Period Interest Fund used under the Savings and Security Program to credit participants' accounts in July.

The Long Term Interest Fund price for the last day of the month is also shown, as well as year-to-date annual income rates for both the HP and LT Funds.

The announced rate for the Holding Period Interest Fund was 10.75 percent for 1980 savings, 13 percent for 1981 savings and 16.25 percent for 1982 savings. HP Fund accounts earned higher than the announced rate through July. Savers will receive the actual rates.

Month	Stock Price	Mutual Fund Price	Holding Period Fund YTD Annual Income Rate			Long Term Fund YTD Annual Reinvestment	
			Price	1980	1981	1982	Price Income Rate
January	\$58.075	\$24.957	\$10.00	11.0	13.2	16.5	\$8.95 14.7%
February	\$61.434	\$24.794	\$10.00	11.0	13.2	16.5	\$9.05 14.8%
March	\$61.011	\$24.397	\$10.00	10.9	13.2	16.5	\$9.04 14.9%
April	\$64.321	\$25.404	\$10.00	10.9	13.2	16.5	\$9.19 15.0%
May	\$63.269	\$25.377	\$10.00	10.9	13.2	16.6	\$9.24 15.0%
June	\$61.688	\$24.212	\$10.00	10.9	13.2	16.6	\$9.00 15.1%
July	\$66.607	\$24.286	\$10.00	10.9	13.2	16.6	\$9.29 15.1%*

* At July 31, 1982, the net current yield of the long term investment portion of the fund was 13.6%.

Graduate engineering courses offered

Graduate courses in engineering are available to all GE engineers via closed-circuit television in Building 19-5. The first courses began this week, but there is still time to sign up.

Engineers must be admitted to Purdue to enroll in the courses. Courses available at Building 19-5 include: CE527—Energy conservation in buildings; CE597—Introduction to the finite element method, EE600—Random variables and signals, IE532—Reliability, ME510—

Gas dynamics, and MSE536—Solidification of casting.

Seven non-credit, taped courses are also available for viewing: Telecommunications and the computer, Engineer in Training (EIT) review, Basic management skills for scientists and engineers, Personal time management, Reliability engineering, Beginning PASCAL, and Microprocessor interfacing.

For information contact Harold Blaettner, Ext. 3203.

Elfun donates \$1,000 to charities

The Allen County Society for Crippled Children and Adults, Inc., and the Associated Churches' Emergency Food Bank recently received gifts of \$500 each from the Elfun Society's Fort Wayne Chapter.

Members are managers

The Elfun Society is a management group which promotes GE in-

terests and provides service to the overall community.

The Associated Churches is using the gift to replenish several empty food banks. The Allen County Society for Crippled Children and Adults is purchasing therapeutic equipment to train disabled people to climb stairs.



Payoff for suggesters

James Roush (left) and Larry Stoppenhagen, Area Services plumbers at Broadway, recently received suggestion awards. John Pullen, who also received an award, was absent when the photo was taken.

Area Services plumbers net \$500 for their suggestions

Three Area Services plumbers at Broadway recently received suggestion awards totaling nearly \$500.

James Roush received an award of \$164.70 for his suggestion that eliminated the need to change timers on the dip machine in Building 17-1. He suggested putting a plastic ring the size of a stator in the dip tank to displace the bonding material when they run the short stack stators.

Larry Stoppenhagen received an award of \$126.60 based on eliminating down time for drain seal prob-

lems in the GE lube room. He suggested and installed a new drain system for the bucket washer.

Stoppenhagen teamed up with Plumber John Pullen for a suggestion to install steel tube coils on the degreaser in Building 4-1 to replace the existing water jacket, which was beyond repair. They each received a suggestion award of \$100.55 based on savings resulting from installing the steel tube coils instead of replacing the water jacket.

Emerson improves productivity, reports profit increase

Emerson Electric Co. reported a 3.2% gain in profits in the April-June quarter even though sales declined 2.6% from the same period last year.

Emerson said a 5% improvement in productivity from a year earlier helped offset the fiscal third quarter sales drop. Charles F. Knight, chairman and chief executive officer, said the company expects to exceed its

cost reduction target for the year of \$145 million.

Net income for the quarter ended June 30 was \$78.2 million or 8.5 cents per sales dollar, compared to just over 8 cents per sales dollar a year ago. This compares to GE earnings for the first six months of 6.7 cents per sales dollar.

Emerson competes against motor departments here in Fort Wayne.

—Power Supply

Continued from Page 1.

Another set of equipment is the Discrete Component Tester, which inspects transistors, diodes and triacs up to 2,000 volts or 100 amps.

"Many of our vendors are now sending us components on a reel so we can test them automatically instead of manually. We have the capability of testing up to 100,000 parts per hour using this equipment, but generally test at a rate of 8,000 per hour for better accuracy."

PSO can also test parts under extreme heat and other stresses to make sure they will perform in the field. One computerized machine even tests the solderability of lead wires on transistors and other parts.

After all, what good is a perfect

transistor if it can't be soldered in place at assembly?

PSO started its program to improve product quality inspection with this set of incoming inspection equipment. It has since installed equipment to test assembled circuit boards and is working on new final-test equipment as well to make sure its customers receive only the highest quality products from PSO.

"As a result of the new inspection equipment alone, we have noticed significant improvements at final test," says Clancy. "I think our customers feel more confident about the quality of our product when they see the thorough testing that we do here."

Power Supplies' customers include Kodak, IBM, Xerox and 3M.

GE benefits can help during short-timing period

Several Fort Wayne GE operations have announced week-long periods of lack-of-work or short-timing to adjust for reduced order rates. In addition to state unemployment compensation, there are a number of GE benefits available to help employees affected by short layoffs. Here are some basic things to consider:

State unemployment compensation

- To become eligible for unemployment compensation, you must first be off at least one full week due to lack of work. You do not receive benefits for this first week waiting period. It is important, however, that you file with the Indiana Employment Security Division so that you fulfill the waiting week requirement. This will qualify you for benefits during periods of lack of work that follow within 52 weeks of the time you satisfy the waiting requirement.

- You must report to the state employment office each week you are unemployed.

- Once you meet the one-week waiting period, you may be eligible for partial unemployment compensation if you work only part of a week. To be eligible you must earn less than what your unemployment compensation would have been if you were totally unemployed.

- The amount of unemployment compensation you are eligible for depends on a number of factors including your earnings during the "base period" and the number of dependents you have.

- Any "pay" you receive, such as vacation or holiday pay, may affect the amount of your unemployment benefits.

Income Extension Aid (IEA)

- You qualify for IEA when you have at least two years of service and are receiving state unemployment benefits.

- IEA benefits, when combined with your unemployment benefits and any holiday pay you receive will provide total income equal to 60 percent of your regular weekly pay.

- IEA benefits are taxable as wages.

Savings and Security Program

- If your work week is shortened to 80% or less of your normal work week, you may withdraw an amount from your S&SP savings equal to the normal straight-time earnings lost. You can make such withdrawals without forfeiting your company matching payment. It usually takes 10 to 14 days for processing such requests. S&SP withdrawals have no effect on IEA or unemployment compensation benefits.

Vacation days

- To maintain income levels, employees with vacation days remaining may choose to designate lack-of-work days as vacation. Employees are required first to apply vacation days to the annual plant-wide vacation Shutdown and to any other shutdowns announced at the beginning of the year. Any remaining vacation days may be used for short-timing.

General Electric News

Published weekly by the General Electric Company, an equal opportunity employer, in the interest of all GE employees and their families here. May not be reproduced in whole or part without express permission of General Electric Company.

1635 BROADWAY
PO BOX 2204
FORT WAYNE IN 46801
Phone 428-3249
(Dial Comm.: 8*380-3249)

GENERAL  ELECTRIC

YOUR EMPLOYEE STORE INVITES YOU TO ENJOY SPECIAL

ATARI® SAVINGS



A Warner Communications Company

AVAILABLE NOW AT:

1030 Swinney

\$115.95

Cartridges
available
at similar savings



© 1982 ATARI, INC.
All Rights Reserved

Open 10-5:30 M-F

General Electric News

SEPTEMBER 2, 1982

FORT WAYNE, INDIANA

VOLUME 64, NO. 33

Four-day week keeps HMO ready to serve

Hermetic wins 1½ weeks of work with quick response

Employees at Hermetic Motor Operation have won 1½ weeks worth of business from competitors in recent weeks because of their ability to respond quickly to "drop orders."

"By keeping our workforce intact, we are able to respond to customer orders on short notice," says Plant Manager Larry Rybicki. "We have won three orders because our competitors were unable to respond, either because they were shut down or had reduced their workforce too far."

One was an order from Tecumseh for export motors.

"No one in the business could respond as fast as we did, so we got the business," notes Rybicki.

HMO received a large order from Copeland plus a follow-up order because its competitor, Emerson, was unable to respond.

A similar order came from Copeland because A. O. Smith was unable to achieve the customer's schedule.

To maintain its readiness to serve customers, HMO has scheduled four-day work weeks through September.

"The only other alternative to this short timing is another extensive layoff of employees," says Rybicki. "This would cause more heavy bumping and turnover. Each time we go through such bumping, it lowers our productivity and quality and diminishes our ability to respond quickly to customer orders."

"Another layoff of this type would seriously jeopardize our ability to function."

Markets remain soft

So far this year HMO's plant operating performance has been favorable to budget, while sales have been down significantly. However, the sales forecast and associated profitability for the balance of the year is not good, says Rybicki.

Here's how sales are going in the three basic markets HMO serves:

- Room air conditioning sales nationwide are down 25% from last year. Furthermore, these customers have the equivalent of six to eight months of inventory they were unable to sell because of the mild summer. That inventory has to be used up before they will order additional motor components.

- In the refrigeration market, conditions are slightly better. Sales are down 15%, but inventories are also down about 20% from last year.

- The market HMO relies on the most is central air conditioning and heat pumps. There, inventories are



Becky Cornelius (right), leading operator on HMO Line 1, talks with Machine Tie Operator Charlotte Woods about a stator.



HMO Hand Tiers Marsha Baumgartner (left) and Donna Iden work on a "hot" order of motors for Copeland that provided work for 1½ weeks.

When the going gets tough . . .

"The rush order from Copeland was all we ran on our line the past 1½ weeks," notes Hand Tier Donna Iden, who works on Line 2, HMO, Building 17-3.

"Although the four-day week is hard on me financially, I can see the point of it," says Charlotte Woods, machine tie operator on Line 1. "We could have missed some business if we had been shut down."

Her line recently pushed through a hot order from Tecumseh that HMO received because a competitor was unable to respond to the customer's requirements.

Marsha Baumgartner, hand tier on Line 2, concedes, "On a four-day work week you have to take some pay loss, but I'm in a position to get laid off. If it weren't for this job I wouldn't be here. I want to work because there's no telling how long I'd be off if I got laid off."

Attendance, efficiency important

Charlotte Woods on Line 1 says "the economy doesn't look good right now. I try not to miss work and keep busy while I'm here. We've responded to a

lot of short orders lately."

Becky Cornelius, leading operator on Line 1, recalls, "We had to boost production to get the Tecumseh order out on time, but with everyone in there pitching we did it."

She said that years ago when she first came to work at GE her supervisor told her that one way GE keeps in business is by meeting customer demands.

"I've never forgotten that," she says.

She says she believes the reason she and others at HMO accept the idea of working four day weeks is that they understand the business situation.

"At least I've got a job," she says. "I think a lot of people feel that way. Because of other layoffs in the area a lot of the women here are the sole support of their families right now. A lot of people out there have lost their unemployment benefits. It's just terrible that it takes this kind of a situation for people to realize the importance of their jobs."

"We realize we've got a schedule to meet and that's a job. There are a lot of good people here. That makes it worth coming in."

up 18% and sales are down 18%, and the outlook is negative for the rest of the year.

"Our volume will grow with the economy," says Rybicki. "There have been some positive turn-arounds in interest rates and construction, as well as in the stock market. The question is will these continue long enough to spark a re-

covery? Right now our forecast is for a very modest recovery in our markets beginning in 1983.

"Another positive sign is the addition of the Remmele Lathe. This investment of \$250,000 in our operation shows the department has confidence in our business."

"In order to survive, we will have to reduce our costs, improve our

productivity and increase our sales. We already have reduced our inventory to record levels, and we will drive them even lower to lower our costs.

"The best thing we can do to protect our jobs is to continue to make the best hermetic motor components in the industry and to respond promptly to our customers' needs."

Monday is paid day off

Employees reflect on meaning of Labor Day, 1982

GE employees and their families will celebrate Labor Day Monday, the fifth paid holiday of the calendar year.

The pay increase that went into effect June 28 raises the value of the holiday benefit for most employees.

Before taking off for their final summer fling, the following employees took time to comment on their jobs, the economy and their hopes for the future this Labor Day

GPM employee takes pride in work

Clarence Myers, who does set-up for P&J machines at GPM, Taylor Street, has one hope this Labor Day, "that the economy will turn around soon, especially for the younger people who have children at home."

Having worked 40 years at GE, Clarence can remember other recessions similar to this one.

When production goes down, it means more work for him because downturns mean smaller orders. Smaller orders mean the machines have to be reset more often to accommodate changing models.

"It's different every day," says Clarence of his job. "Each machine has its own personality. It takes a lot to learn which machine works best with which type endshield."

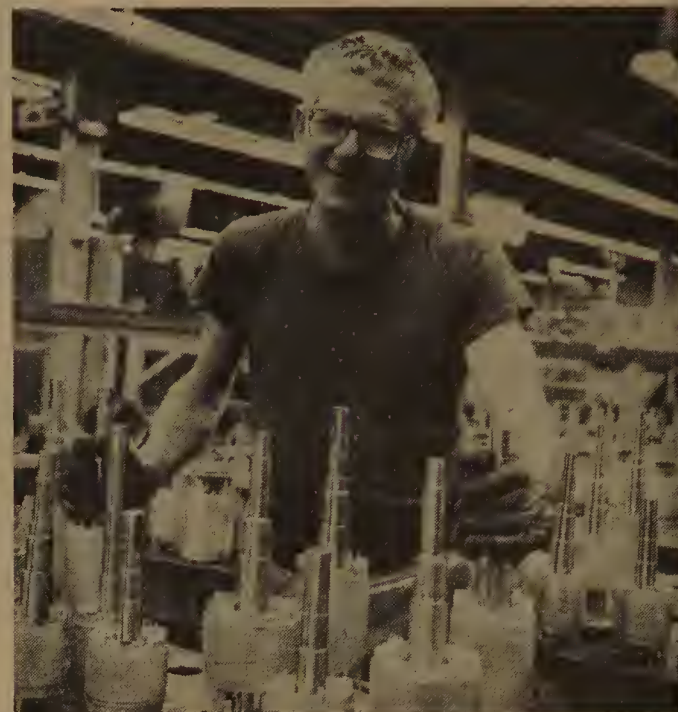
"I think we've got people here able to work as well as any in the world. Of course there is always a percentage that's able but not willing," Clarence says.



Clarence Myers, Section 14, says his attitude toward his work is, "I might as well do it right."

Clarence says of the people he works most closely with, "We pride ourselves in putting out the best work we know how. Over the years I think some people have lost some of that pride."

"I sometimes wish I were doing something else besides working, but if I'm going to work, I might as well do it right."



Winter Street line loader Red Norton thinks American workers "have what it takes."

Concern about foreign competition

"We were at the State Fair Saturday and the lots were full of Japanese motorcycles. I think part of our problem is there are too many foreign

See LABOR DAY, Page 3.

Retirees look forward to leisure activities

Richard W. Fisher retires with 40 years of service. He began his career as a commutator assembler in Building 4-2, GPM. His final assignment was punch press operator at SMD, Taylor Street. "I plan to spend my retirement gardening, fishing and doing a little traveling."



Robert J. Rose retires with 41 years of service. He started packing cartons in Specialty Transformer and retires as a group test leader in GPM, Taylor Street. "I have no special plans. I intend to do whatever I feel like doing and find a warmer climate in the winter."



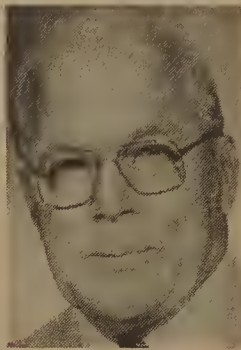
Harold C. Somers retires with 41 years of service. He began on electrical test in Specialty Transformer, Building 26-3, and retires as foreman in MTO-Wire Mill. "Buck" and his wife Ruth had 72 years' combined service with GE. "I continued working for GE due to the exceptional employee benefits. Because of these benefits, I am now able to retire."



John W. Dimond retires with 40 years of service. He began as an inspector in Building 17-4. His final assignment was as a jig grinder in MTO, Building 19. "I have made many friends at GE over the years and really enjoyed working here. I will do more fishing, do woodworking, and play more golf."



Walter S. Reynolds retires with 41 years of service. He started as a grinder in the tool room, Building 4-2, and retires as a toolmaker in Specialty Transformer, Building 20-2. "I have enjoyed my GE years and hope to enjoy my retirement going to I.U. to study art and history."



Floyd R. Thieme retires with 39 years of service. He started on a punch press in Building 27. His final assignment was set-up in GPM, Winter Street. "GE has been a good place to work. I will miss my co-workers. I plan to do the things I never had time to do while working."



Gladys M. Cleland retires Oct. 1 with 39 years of service. She began as a grinder in GPM, Building 17-3, and retires from a secretarial position in CSD, Building 18-5. "We are retiring to Lake Havasu City, Ariz. I will miss my many friends at GE and hope they will visit us there."



Mary E. Klausung retires with 27 years of service. She started as a stenotypist for SMD, Building 6-3. Her final assignment was that of secretary at GPM, Taylor Street. "I have loved my job. Working at GE and my bosses and co-workers were the best. GE benefits are great, and I plan to enjoy the retirement phase now."



The following employees are retiring Sept. 1, 1982, but chose not to have their photographs in the GE News: Mary M. Parker, repair, SMD; Laotta B. Haverstick, shell press, GPM; Thomas C. Kemp, instructor, GPM; Ella A. Switzer, taping, GPM; Lewis J. Walker, press, HMD; Ralph M. Westrich, bell anneal, Wire Mill-MTO.



Walter Reynolds 'doodles' for fun.

Custer descendant 'retires' to college

Walter Reynolds comes by his interest in American history rightly. He is a grand-nephew of Gen. Armstrong Custer, killed in the battle at Little Bighorn.

Although Walter retired from GE last week as a toolmaker at STD, Building 20-2, he plans to continue his interest in art and history. At age 64, Walter is going to college.

"I have some arthritis, but there is still a little kick left," Walter says.

"Art is my hobby. I've sketched and doodled all my life, but I want to learn to do it right — from the ground up. I'm in it just for enjoyment. I'd like to sketch or paint my grand-daughters some day."

He has enrolled in classes at the Indiana University Art Institute and in history classes at Indiana-Purdue University.

"That's how I'm going to spend my retirement."

Labor Day

Continued from Page 2.

products in the U.S.," says Red Norton, line loader at Winter Street, GPM.

"I think the American worker has what it takes to compete in the world market. I think people here are conscientious about their work — especially the way they are laying off people these days."

Red, who has 41 years of service with GE, adds, "We'll pull ourselves out eventually I think."

The economic recession has scattered MTO-Transportation Clerk Marge Weikart's family across the U.S. Two of her nine children are in Oklahoma and Texas because they couldn't find jobs here.

Now Marge, too, is being laid off.

"I don't think the economy will turn around as long as interest rates are high. I certainly wouldn't want to be buying a major appliance or a house right now. I think the only hope we've got is for interest rates to keep coming down."

"I think to compete worldwide we are going to have to bring our prices and our wages, in some cases, down. Many people in auto and other industries have priced themselves out of the market."

She worked at GE 17 years, left to raise her family and returned. "I've had to work the past six years be-



This Labor Day marks the beginning of a layoff for Marge Weikart, MTO-Transportation.

cause my husband is gone," she says.

Marge is now looking forward to retiring within the next year.

"I took this particular job because the pay was good. I like the people here."

This Labor Day, she'd rather be working.

GE customer shifts to four-day week

Carrier Corporation's Carlyle Compressor Operation has announced a four-day work week schedule for the remainder of the

current year.

Carrier is a customer of Hermetic Motor Department's Fort Wayne and Scottsville, Ky., plants.

Adlets

FOR SALE

GRAPES, blue, \$8/bu., bring basket. 424-4998.
ALUM. SLIDING WINDOWS & STORMS, 4'x6' & 3'x4'. 483-4540.
JELLYSTONE PARK LOT 947, full hookup; 3 tires, Goodyear P195-75 R14 radials. 484-2888.
'77 YAMAHA 400, 3,700 miles, very good cond., \$750. 485-2520.
WASHER & DRYER, good cond., \$100/pr. 485-2889.
DISHWASHER, convertible butcher block top, used less than 10 times, White Westinghouse, \$250. 672-3992.
'78 CHEVETTE SEDAN. 638-4780.
25' CHAIN LINK FENCE, 42" high, w-gate & fittings, \$45, aft. 3 p.m. 486-4127.
SOCKET WRENCH SET, 1/2" hex drive, 11 pcs., \$4. 745-2120.
80 CC YAMAHA DIRT BIKE, \$199. 485-5521.
HAMMOND ORGAN, ex. cond., rhythm section, pecan. 485-9724.
ROYAL TYPEWRITER, deluxe manual std., cost \$275, asking \$140, ex. cond. 747-3871.
GARAGE SALE by 2 families; toys, hsehold items, misc., 4670 Trier Rd., Sept. 9, 10, 11, 9-5 p.m.
STOVE w-microwave, Tappan, almond, 8 mos., 5 yr. warranty. 749-0247.
OIL TANK, 240 gal., legs, fittings, some No. 2 oil, best offer. 447-1637.

COCKTAIL TABLES, 2, 18" sq., dec. maple, ex. cond. 432-1828.
'78 KZ 1000 KAWASAKI, 6,000 miles, wht commemorative edition. 456-4744.
7 HP YARDMAN RIDING MOWER, 32" cut. 447-5098.
'72 CHEV. CAPRICE, auto, 8 cyl., clean, runs good, \$525. 747-1315.
CONN STUDENT TRUMPET. 484-0107.
DAYTON MOTOR w-mount, .25 HP, like new. 456-6524.
DECORATIVE TRAVERSE ROD, 53"x96"; boy's clothes, sz. 5. 432-8644.
GLOBE FOR LAMP, beautiful, 25"x15"x7", wht w-blue flowers, new, was \$63, sell \$40. 485-8030.
NEW TIRE, CR78-14, ww, Goodrich XLM, \$30. 432-1442.
ANTIQUES: two buffets, one pie safe, \$180 ea. 693-3879.
NEW FURNITURE: sofa, range. 489-5770.
'72 MERCURY STATION WAGON, full sz., trlr pkg., 460 eng., \$500. 432-2891.
BEAN BAG CHAIR, \$10; 7' Mediterranean divider, \$40. 432-1066.
WAYNE GARAGE DOOR, 16', w-trk 7 springs, aft. 5 p.m. 432-0021.
'77 CHEV. CAPRICE, 8 cyl, air, 80,000 miles, ex. cond. 637-6965.
KING'S ISLAND TICKET, good any day, \$5. 749-1816.
'76 DODGE WINDOW VAN, ex. cond; men's suits, ex. 46 long. 483-2098.
BEDSPREAD & DRAPES, red & gold, \$50; warm-up suit, women's sz. large, \$15. 484-4827.
ANTIQUE GE SUNLAMP ON STAND. 432-3309.

Golf Corner

By Roy Brokaw

Top league teams enter playoff

Highlights Around the Leagues: We are now entering the home stretch of the GE golfing season. All leagues will complete final play during the next two weeks.

Each league's first place team will be entered in the GE Club Championship Playoff at the Riverbend Golf Club, Saturday, Sept. 18. This playoff will determine an overall league championship team.

The first league to complete final play is the Tuesday Foster Park League. Their first place team is Team 3, captained by Dick Wells. Their eligible players are: Don Stauffer, Carl Lommatzsch, Ray Benckenstein, Bob Langdon and Wells.

The Wednesday Foster Park League's first place team is Team 3, the Misfits, captained by Phil Ross. Their eligible players are: Jerry Gottschalk, Greg Van Horn, George Harris, Dave Reas, Bill Grace, Tony Metzger and Ross.

Men's Golf League Low Scores: Virgil Hiatt 36, Roy Brokaw 37 (2), Larry Shindeldecker 37, Bill Sutton 38, Larry Loe 38, Eben Cobb 39, Jerry Gottschalk 39, Dick Colpetzer 39, Pete Gorrell 39, Glenn Cole 39, Dick Nelson 39, Luther Putman 39.

Ladies Golf League Results: Low scores - Ilene Emlich 44, Barbara Pritchard 45, Jennie Holderness 49. Low gross - Ilene Emlich, low net - Karen Morrow, low putts - Barbara Pritchard.

Birdies: Virgil Hiatt (3), Roy Brokaw (3), Lloyd Grider (2), Dick Powell, Jack Cahill, Jerry Gottschalk, John Kidd, Dick Hensler, Ed Hagadorn, Cal Davis, Mike Lepper.

Sandbagger of the Week: Darrell Kissinger 49, 10.8 strokes under his average.

Putter of the Week: Luther Putman, 12 putts, including six one-putt greens.

Quarter Century members need rides

The Quarter Century members listed below would like a ride to and from the Sept. 11 outing at the Memorial Coliseum.

If you can furnish transportation for one or more of these people, please call them directly at the phone number listed beside their name.

Roy C. Lawrence, 347-2517, 240

Lima Plank Rd., Kendallville, IN.

Betty Sapp, 744-5375, 917 Cottage, Ft. Wayne, IN.

Betty Rygowski, 456-7490, 822 East Rudisill Blvd., Ft. Wayne, IN.

Mary Junk, 745-9202, 4547 Arcadia Court, Ft. Wayne, IN, c/o Bonnie Stout.

Martha Woodward, 484-6369, 1900 Randalia Dr., Ft. Wayne, IN.

SERVICE

AUTO REPAIRS, tune-ups, reas., diesel mechanic, by appt. 623-6614.

PROFESSIONAL PHOTOGRAPHY - weddings, portraits, copy work, custom frmng, pets. 432-9753.

CONCRETE CONSTRUCTION, replace, repair, licensed & insured, eves. 446-5643.

FOR RENT

NE THREE BEDROOM RANCH, screened porch. 485-8857.

TWO BEDROOM CONDO, Port Richey, FL, avail. now through Jan. 749-4681.

CAPE COD HOME, SE, unfurnished, aft. 1:30 p.m. 447-5232.

FLORIDA COTTAGE, by weeks or months, furnished, by golf course & beaches, avail now through Nov. 627-3431.

*ADLETS

GE NEWS BLDG. 18-3
NO ADS TAKEN BY PHONE

INDICATE TYPE OF AD HERE:

☐ For Sale * ☐ Ride Wanted
☐ Wanted ☐ Riders Wanted
☐ For Rent * ☐ Lost
☐ Free ☐ Found ☐ Service

(PLEASE PRINT NEATLY)

Ads must be received only on this form by noon Monday for publication Friday. You may submit only one adlet per issue of the **GE News**. No more than 40 letters per Adlet, please. Print phone number only on line indicated below. Property advertised must be available without regard to race, creed, national origin or sex.

Name _____

Address _____ City _____

Home Phone _____ Bldg _____

* The item(s) referred to in this ad are in no way connected with any business venture

Signature _____

In memory

Cleo E. Dicks, Auburn, died Aug. 24. She was a stacker at STD prior to retiring in 1967.

Lawrence L. Walters, 675 Huffman St., died

Aug. 22. He retired from GE in 1961.

Clare B. Imbody, 628 Prospect Ave., died Aug. 21. He was a tester at Winter Street, GPM, prior to retiring in 1976.

Experts answer questions about new GE job package

Here are the answers from benefits experts to employee questions about the new GE job package. If you have a question, mail it to GE News.

Pension Plan

Q: I noticed the improved minimum pensions, but what happens to the high-five calculation if you're absent from work due to illness or lack of work? Since your highest earnings years typically are your last five, such absences would hurt your ultimate minimum pension unless some kind of adjustment is made.

A: Under the Pension Plan's provisions, the guaranteed pension is based on the employee's average earnings for the highest five consecutive years in the 10 calendar years preceding retirement.

The company fills in your normal straight-time earnings for any year in which these are greater than your actual earnings. This avoids the loss for illness absence such as you are asking about.

Q: On career pension credit improvements. I was planning to retire this month. Do I have to wait until Jan. 1, 1983, to get the increased pension credits?

A: If you plan to retire this month, your benefits specialist will calculate the increased credits that will go into effect on Jan. 1, 1983, even if you retire now. Pension checks received between now and Jan. 1, 1983, will not include the increase since the improvement is not effective until the first of the year. You will receive the increase in your pension checks beginning next year.

Weekly Sickness and Accident

Q: Weekly Sickness and Accident benefits begin the first day if surgery is performed in an ambulatory surgical center. What is an ambulatory surgical center?

A: An "ambulatory surgical facility" is a special medical facility in which some surgeries can be performed and the patient can leave the same day to recover at home. These centers are a new concept for surgeries that do not need the high-cost, in-patient facilities of a hospital.

The improvement of WS&A will encourage the use of such ambulatory surgical facilities in place of unnecessary hospitalization. Of course, it applies only if surgery is done in an approved ambulatory surgical facility as defined under the Insurance Plan. Currently there are two approved surgery centers in Fort Wayne.

Savings and Security Program

Q: If I join S&SP now, can I invest 7% of earnings immediately for the full company match?

A: No. That remains as in the past. You can invest 6% of earnings and receive the 50% company-matching payment until you have received a payout under the program. Then you can increase your savings to 7%. Of course, next January you can invest up to 10% in additional savings immediately, but these are not matched.

Q: How is it you figure that starting next January a person can save up to 20-1/2% of their pay under the changed S&SP? What's matched, and what isn't?

A: The first 7% of earnings invested under S&SP is matched 50% by the company (6% of earnings in the case of your first few years in S&SP). As a result, you are investing 7% plus 3-1/2% (company match). In addition, you can invest up to 10% more of earnings. These are unmatched. The result is an amount equal to 20-1/2% of earnings invested under S&SP (7%, plus 3-1/2%, plus 10%).

Q: How long after you retire can you keep savings in your Savings & Security Program account?

A: Until February 28 of the year following the year in which you retire. Savings are then paid out in a lump sum or in installment payments, or the taxable part can be "rolled over" into an IRA.

Medical care for pensioners

Q: Given the increased lifetime benefit of \$50,000 effective Jan. 1, 1983, under the Medical Care Plan for Pensioners, is the provision for payment of an additional \$1,000 in medical benefits from life insurance now eliminated?

A: Yes.

Plant closing provisions

Q: Do the plant closing provisions apply when a specific business or operation ends at a plant?

A: No. A "plant closing" means announcement and carrying out of a plan to close all company operations at a plant location, that is, all Fort Wayne GE operations. Additionally, plant closing provisions would apply if all unionized employees of a given bargaining unit who have no displacement rights at a plant location are terminated.

Q & A

Mail to: GE News
Bldg. 18-3

My question is: _____

Name _____ Location _____

(Please fill in your name so answers to specific questions can be addressed to you.)

Q: Does the provision for 26 weeks of wage level protection (rate guarantee) for those who are directly displaced by automated manufacturing equipment apply to nonexempt-salaried employees?

A: This provision only applies to hourly-paid employees since it applies only when an employee moves to a lower rated job as a result of being directly displaced by automated manufacturing equipment.

Q: What kinds of opportunities for training will the company provide in response to new technology?

A: In-plant training continually responds to needs of the local business. As a result, there is no general answer as to what will be provided, except that those employees whose jobs most obviously benefit from such training will be provided the opportunity.

As far as training on the outside is concerned the Individual Development Program provides funds for training both active employees and those on layoff. The limitation on the amount available has been raised to a maximum of \$1,200 — up from \$800 a year effective Jan. 1, 1983.

In a plant closing situation, because of the special problems it raises, a special amount of \$1,800 for education and training is available to affected employees. Outside training opportunities depend on what's available in the community, or what can be made available — including correspondence courses if other alternatives cannot be found.

General Electric News

Published weekly by the General Electric Company, an equal opportunity employer, in the interest of all GE employees and their families here. May not be reproduced in whole or part without express permission of General Electric Company.

1635 BROADWAY
PO BOX 2204
FORT WAYNE IN 46801
Phone 428-3249
(Dial Comm.: 8*380-3249)

GENERAL  ELECTRIC



GE COFFEEMATIC® II DRIP COFFEEMAKER.
For morning fresh coffee that's easy to make! Brews 2-10 cups of coffee. Features in-carafe type coffee basket with shower head water spreader. Automatic Keeps-Warm when brewing is complete. On/off switch with signal. With "starter supply" of paper filters.
DCM-9

This week's
Class 'E' Special
while they last: \$14⁹⁹

Less mail-in rebate \$ 4.00
Net cost: \$10.99

 **FALL
FACTORY
REBATES!**
CASH BACK
DIRECT FROM GE ON
SELECTED GE PRODUCTS!

\$2⁰⁰
\$3⁰⁰ \$4⁰⁰
\$5⁰⁰ \$7⁰⁰ \$8⁰⁰

Offer valid for rebate periods
August 29, 1982 - November 28, 1982
or
August 29, 1982 - December 31, 1982

YOUR EMPLOYEE STORE
1030 Swinney 10-5:30 M-F

(For quickest response, please mail all non-intracompany address changes directly to Mail, Inc. at the address printed above. Be sure to include both your old and new addresses indicating zip codes for each.)
1050 S. Anthony Blvd.
Fort Wayne, IN 46803
Address correction requested

BULK RATE
U.S. POSTAGE
PAID
FORT WAYNE, IN
Permit No. 40

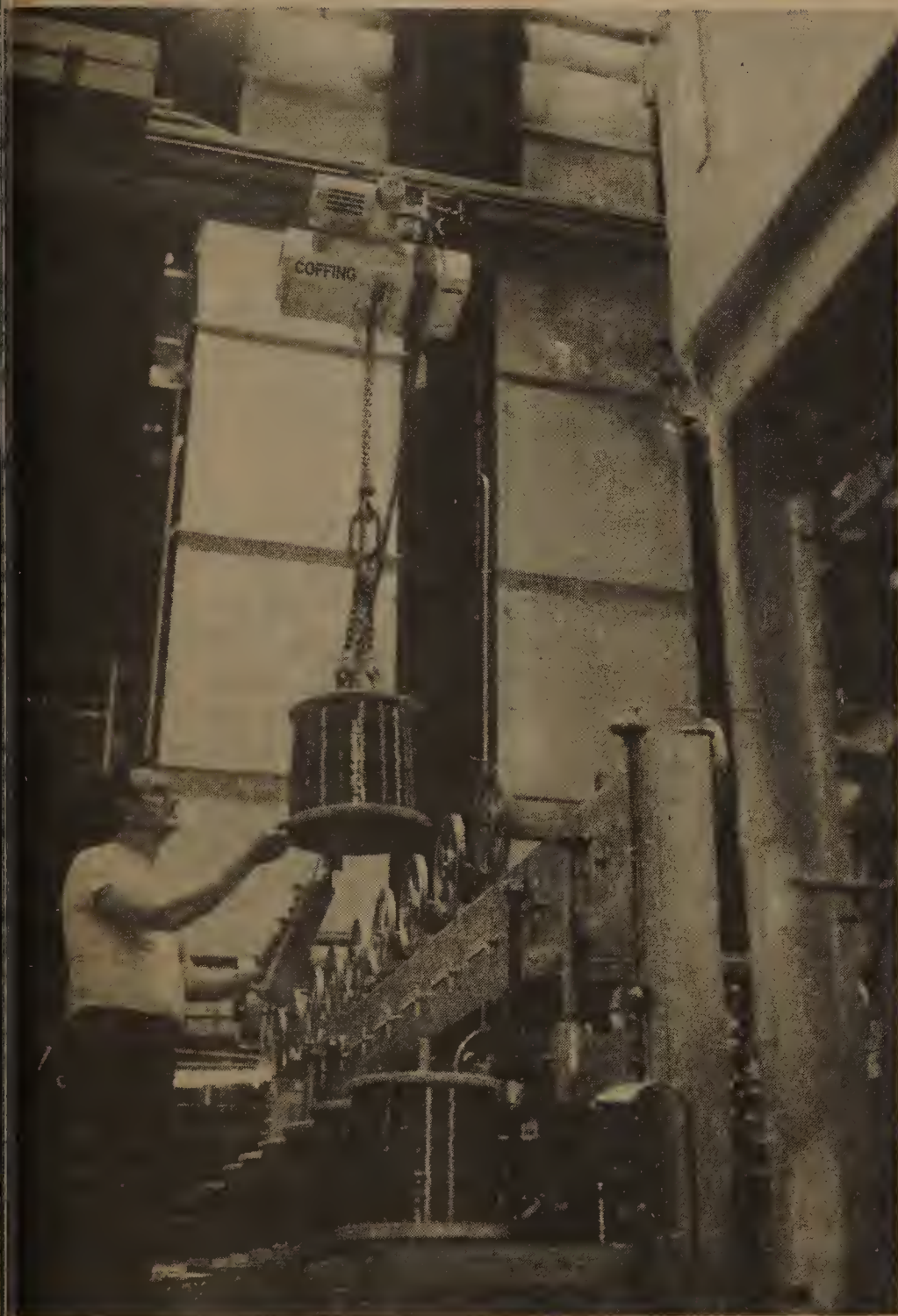
General Electric News

SEPTEMBER 10, 1982

FORT WAYNE, INDIANA

VOLUME 64, NO. 34

Wire Mill seeks new customers, improvements in productivity to minimize recession's impact



Taper-Pak equipment

Wire Enameler Dave Bastion operates part of the Wire Mill's new Taper-Pak equipment. The Wire Mill Operation of MTO has invested over \$2 million in this equipment since 1979 to improve productivity and reduce quality costs for WMO and its customers.

Paul Dawley is manager of the Motor Magnet Wire Operation of MTO, which includes wire mills in Fort Wayne, Shelbyville and Schenectady, N.Y. In the following interview, he describes how the wire mills are trying to minimize the impact of the continuing business downturn on their business.

GE NEWS: How has the economic climate affected the wire mills, particularly the Fort Wayne Wire Mill?

DAWLEY: The wire mills are tied directly to the product departments, who are our customers. Whenever our customers adjust their schedules, we must also make adjustments. All our motor business customers have been adversely affected by the low level of housing construction and appliance sales as well as high interest rates.

As a result, our wire mill orders are down significantly, and we have a lot of excess capacity in our mills. We have had to make adjustments accordingly in our production schedules and our workforce.

Because the Wire Mill is a continuous process operation, we cannot shut down operations without incurring very high shutdown and start-up costs.

GE NEWS: What special challenges has the business climate created for the Wire Mill here in Fort Wayne?

DAWLEY: In this kind of an economy, quality, customer service and on-time deliveries are vitally important. It's a buyer's market right now, and the competition for business is very keen. Our customers often have to respond on very short lead times to win orders. That means we have to constantly adjust our production schedule to meet our customers' needs. In order to survive in the current environment, every member of the Wire Mill team

must continue to give the business their best effort.

Q: I understand you have invested quite a bit of money in the wire mills to help make the GE businesses you serve more competitive. Would you explain what this investment is all about?

DAWLEY: Since 1979 we have invested over \$2 million in Taper-Pak equipment. We have just completed the final phase of this project. A Taper-Pak is a spool with a tapered barrel that holds magnet wire. By delivering wire on these new spools, we allow our motor business customers to take full advantage of state-of-the-art winding technology while reducing costly wire tangles and spool changes. We estimate that the Motor Magnet Wire Operation and our customers will be able to realize over \$1 million annually in costs savings due to productivity improvements and reductions in quality costs.

Q: What has the Magnet Wire Operation done to try and offset the effects of reduced order rates?

DAWLEY: Our first priority has been to make sure our motor, transformer and ballast business customers in GE receive the best quality wire and service we can provide. By serving them better, we help them win orders. This in turn creates business for the wire mills.

We also are aggressively seeking outside sales with new customers, and we have had some success. Our competitors for this business include Phelps Dodge, Essex and Rea Magnet Wire, who are also fighting for all the business they can get. This additional business won't replace the volume we've lost, but it does help. These are difficult times, but quality, service and on-time deliveries still make a difference — a critical difference — in our business.

Are your dependents covered by medical insurance?

Are your dependents in danger of losing their medical insurance protection?

"Because of the large number of layoffs in our area, some spouses and children of GE employees are losing their employee group medical coverage. In most cases our employees can obtain coverage for them under Dependent Medical Insurance by applying within 31 days

of the date their group coverage ends," says Homer Jennings, manager of insurance claims disbursements at Winter Street.

"Many women, in particular, do not now carry Dependent Medical Insurance. If the husband loses his coverage at work, the family may be without adequate protection," notes Jennings.

Jennings says it is important that

employees apply within 31 days to avoid having to complete a statement of health that must be accepted by the insurance company before they can receive coverage. If a dependent is rejected by the insurance company, they do not have coverage under the GE Insurance Plan.

Jennings provides four examples of how Dependent Medical Insurance

can help when other protection ceases:

- Suppose a GE employee's spouse loses his or her employee group medical coverage at another company for any reason — because the person was laid off, was fired, quit, retired or turned 65. The GE employee has 31 days to apply for

See DEPENDENTS, Page 2.

Dependent Medical Insurance

New meaning for 'dependent'

"I've never considered my husband as a 'dependent' so I never gave Dependent Medical Insurance any thought," says Darlene Schibley, developmental tester for SMD, Building 8-2.

Like many GE employees whose spouses are in danger of losing employer group insurance protection, Darlene has had to rethink the term 'dependent' for insurance purposes.

Darlene's husband, Butch, is a GE employee currently on lack of work. In January he will lose his GE insurance protection if he continues to be laid off.

Money-saving alternative

"The last time this happened we went out and bought private insurance policies for life and medical protection," says Darlene. "That was expensive. I didn't realize we could have gotten such coverage through GE."

This time, Darlene will sign up for Dependent Medical to make sure Butch is covered if his insurance at GE is terminated.

Forms available

She can fill out a form stating the date she wants the dependent insurance to go into effect and turn it in now. Forms are available in the payroll office, Building 18-1.

When applying she must also turn in a letter from her husband's employer (in this case GE) or from the insurance company



Darlene Schibley has never thought of her husband as a dependent, but he becomes one for insurance purposes when his employer medical insurance terminates.

indicating the date insurance will cease.

She can obtain this statement from Building 18-1 payroll office since her husband is a GE employee.

Benefits personnel will make sure the insurance goes in force and begin making payroll deductions beginning with her first paycheck after coverage begins.

"Because a lot of women at GE happen to have more seniority than their husbands, there are probably a lot of cases like ours. I think people need to know dependent insurance is available," Darlene says.

Pat makes sure husband, children will be covered if he loses insurance

Pat Gudakunst, Building 17-3, HMO, knows that her husband's medical insurance with another Fort Wayne employer will probably terminate in coming months, so she is taking action now.

"I am applying for GE Dependent Medical Insurance for my family because it doesn't look like my husband will be called back to work," she says.

Pat decided not to wait because she is close to being laid off herself. If she has Dependent Medical Insurance already in force when she is laid off, it could save her money.

Since she has more than three years of continuous service, the company will pay the cost of dependent coverage for her during a layoff of one week or more up to a maximum of one year — so long as her continuity of service is maintained.

If dependent coverage did not go into effect until after she was laid off, she would have to pay the cost of coverage herself during layoff.

"By doing it this way, I had to fill out a statement of health on our three children and on my husband. I was told it would take about six weeks to process my application," says Pat.

Should any of her dependents be rejected by the insurance company for dependent coverage, Pat will be able to have them covered if and when her husband's employer coverage terminates —



For \$1.92 per week, Pat Gudakunst can provide medical insurance for her family of four.

'... The company will pay the cost of dependent coverage for her during a layoff of one week or more up to a maximum of one year...'

without showing evidence of good health. She can do so by applying for coverage within 31 days of the date coverage terminates, or before.

Dependents

Continued from Page 1.

dependent coverage and avoid the need to show proof of good health.

To do this, the GE employee should contact their personnel or payroll specialist and submit a letter from the employer or insurance company showing the date coverage ceased.

• If an employee's child loses coverage under an employee group medical plan, the employee has 31 days to apply for coverage and avoid having to show proof of good health. To be claimed as a dependent, the child must be

under age 23, not married and principally dependent on the parent for support. If the child is receiving state unemployment compensation, he or she is not eligible for dependent medical coverage.

• Some employees may be carrying Dependent Medical Insurance but may have a dependent who is "excluded" from the plan. If the excluded dependent loses employee group medical insurance, they will be covered automatically under the GE plan already in force, but the GE employee must notify the insurance office that the dependent has lost

coverage under another group plan.

• Automatic coverage might also occur when two members of the same family are covered under the GE Insurance Plan because they both work at GE. "Take, for instance, a husband and wife who work at GE with the husband carrying Dependent Medical Insurance. If the wife loses her GE insurance protection for any reason, she would automatically be covered under the husband's dependent medical insurance. However, if the husband did not already have Dependent Medical Insurance, they would

have to apply for coverage," says Jennings.

The application must be made within 31 days of the date the GE coverage ends to avoid having to show proof of good health.

"If you know you'll be needing coverage under Dependent Medical Insurance, you can apply ahead of time so the coverage will go into effect on your dependent's insurance termination date," says Jennings. "At the time you apply you need to supply documentation from the dependent's employer or insurance company stating when the other group insurance terminates."

'Jubilee' — a fun way to learn about United Way agencies

There will be games and entertainment for the whole family at the "Jubilee — A United Way Celebration" tomorrow and Sunday at Franke Park.

The event is funded by private donations to increase awareness of the 25 United Way agencies. Here is a partial list of activities that are planned by the United Way agencies:

Allen County Cancer Society and Allen County Society for Crippled Children & Adults — wheelchair obstacle course; American Red Cross — canoe races; Anthony Wayne Rehabilitation Center — clients performing contract work; Big Brothers/Big Sisters — tandem bike rides; Boy Scouts of America — camping skills; Catholic Social Service — Gay Nineties photo gallery; Child Care of Allen County — face painting, children's treasure hunt; Family & Children's Services — nickelodeon; Fort Wayne

Urban League — gymnastic exhibition; Lumberlost Girl Scout Council — children's game and balloons; Lutheran Social Services — build a rainbow; M.L.K. Montessori School — old-fashioned children's games; Mental Health Association — Hug-A-Booth; Mental Health Center — lemon tree, lemonade; Red Cedar Center for Special Services — disabled riders drill team; Salvation Army — skill activities, entertainment; Visiting Nurse Service — Balloon zoo; YMCA — Steeple chase; YWCA — surrey rides.



Golf Corner By Roy Brokaw

More leagues name playoff teams

Highlights Around the Leagues: Three leagues completed final play last week in preparation for the championship playoff.

In the Tuesday-Brookwood League, the first place team is Team No. 2, The Dazzlers, captained by Bill Abel. Their other eligible players are: Al Kruetzman, John Elliott, Jack Starwalt, Don Nelson, Scott Gray, and Earl Stauffer.

In the Monday-Brookwood League, the first place team is Team No. 1, Wiremill, captained by Art Rasor. Their other eligible players are: Warren Wickliffe, Virgil Hiatt, Dick Hensler, John Hunnicutt, and Dick Henchey.

In the Monday-Colonial Oaks League, the first place team is Team No. 3, captained by John Segyde. Their other eligible players are: Dick Col-

petzer, Bruce Snyder, Jack Cahill, and Tom Bush.

The date for the GE Club Championship Playoff at the Riverbend Golf Club has been changed to Saturday, September 25.

Men's Golf League Low Scores: Dick Colpetzer 36, Warren Wickliffe 37, John Segyde 38, Roy Brokaw 39.

Birdies: Dick Colpetzer (2), Dick Mills (2), Warren Wickliffe, Mel Schrader.

Sandbagger of the Week: George Haggenjos 42, 8 strokes under his average.

Putter of the Week: Lum Rider, 12 putts, including six one-putt greens.

Did You Know Frank Bailey, age 90, a retired golf professional, has recorded 2414 rounds of golf that either matched or bettered his age since he was age 71.

40 years of service



Francis Fulk
Wire Mill, MTO



Gene Galloway
STD, Bldg. 26-B



Art Schmidt
HMO, Bldg. 18-4



Homer Conrad
PSO, Bldg. 31-1

Adlets

RIDE WANTED

AUBURN I-69 EXIT TO TAYLOR ST., 8-4:30 p.m., 1-925-4054, aft. 4 p.m.

FOR SALE

'79 T-BIRD, 351 V8, PS, PB, cruise, AM-FM stereo, ex. clean. 625-4119.
'49 FORD HALF-TON PICKUP, 4 spd. trans., 8 cyl. 489-5670.
'75 DATSUN 280Z, auto, all options, 60,000 miles. 432-6338.
'76 DELTA 88 OLDSMOBILE PARTS. 456-7493.
SYLVAN LAKE FIVE BDRM YR-ROUND HOME, gas hot water heat, 75' lake frontage, \$51,000 or rent w-option. 1-854-3662.
GARAGE SALE, 6 fam., qn bed, children's clothing, toys, Odessey, antiques, 3510 & 3517 Weston Ridge Pl., Sept. 16-17, 9-5 p.m.
'74 VEGA as is or part out, 4 spd stick trans, 4 mag whls, 6 volt batt. 447-7968.
APT. BUILDING, good terms, \$13,000/yr income, priced at \$18,000. 672-3781.
PORTA-CABIN, slps 8, refrig., furn., good ties, st, sk., \$850. 485-4549.
302 WINDSOR '69 Ford head left, new valve work done, \$20. 489-9566.
REFRIGERATOR, cprtne; claw foot bathtubs. 424-8607.
WOODEN GARAGE DOOR w-hdware, 9'x8', \$20. 483-7037.
BOWLING BALL & BAG. 422-7741.

In memory

Waldemar L. Fortlede, 4910 N. Bend Drive, died Aug. 31. He was a maintenance machinist, STD, upon retirement in 1980.

Edwin A. Trabel, 920 Crestway Drive, died Aug. 31. He worked in GPM prior to retiring in 1960.

Wendell A. Miller, Fort Myers, Florida, died

Aug. 31. Before retiring in 1959, he was a designer in STD, Building 31-2.

Richard W. Kent, 1701 Neuhaus Road, died Aug. 27. He was a specialist-materials at GPM, Taylor Street, prior to retiring in 1976.

Xercle L. Sinish, 2639 Crescent, died Aug. 20. She had an assignment in distribution before retiring in 1952.

CHROME CRAFT TABLE w-6 chairs, bwn & wood grain, \$90. 693-9366.

AKC REG. TEACUPS POODLES, 8 wks old. 447-5189.

GAS TANKS, 2, 20 gal. steel pick-up bed gas tanks, \$40. 447-5272, aft. 5 p.m.

MEDITERRANEAN DINING ROOM SUITE - table & 6 chairs, lighted china, Bassett, \$650. 1-547-4441.

WHITE BOARD FENCE & POSTS, 200'. 489-9453.

TRAILER MIRRORS FOR CAR, set, like new, \$10. 639-3306.

'72 DELTA 88 OLDS, good shape, reas. 747-5827.

LAWN MOWER; snow blower; girls' bike w-baby seat. 426-4485.

CHAIR for family or lvg room, avo., \$50; walnut sewing stool w-padded seat, \$20. 432-2853.

'80 FORD PICKUP F250 three-qtr ton, 4 spd, pwr strg & brakes, 24,000 miles, dk grn. 747-7764.

GAS FURNACE, \$25; girl's sz 14 winter coat, grey, \$8. 638-4330.

WATER SOFTENER, 2 yrs. old, ex. cond., Sears Best, \$250. 486-4384.

'79 MOTOR CROSS 125 CC, set up for racing, many new parts, \$375. 627-5997.

TIRES, FR78x15, 2, stl bltd radials. 745-2120.

PATIO BLOCKS, 7 1/2"x15", 5/\$1. 745-4313.

ALUMINUM SLATS for 6' cyclone fence; new wire hubcaps for T'bird. 432-5685.

'80 YAMAHA YZ80, good cond., nvr raced. 447-9696.

REFRIGERATOR, 6 cu. ft., \$200; '72 Olds Cutlass, \$475. 426-1817.

GE REFRIGERATOR, 15 cu. ft., wht, good cond., \$125. 749-1085.

STEREO PHONOGRAPH, prtbl, like new, \$45. 747-4752.

FREEZER, 17' upright, \$125. 483-1225.

ALL SEASON RADIAL TIRES, 5,000 miles, P195/75 R14, \$35/pr. 639-6641.

ORGAN, Baldwin Orgasonic, 13 pedals, 23 keys, incl. music. 432-1066.

PORTABLE TYPEWRITER, \$40; lady's hard dome hairdryer, \$15; bartlett pears; zucchini. 747-3871.

WANTED

ELECTRIC PORTABLE TYPEWRITER, good cond., reas. 749-2408.

CHEST OF DRAWERS, 42"x24"x14". 747-7708.

M&M STAMPS, will trade S&H. 432-3309.

BACK ISSUES OF COUNTRY LIVING MAGAZINES for senior citizens project. 483-0069.

ANTIQUE OR COLONIAL 7 PC. DINING ROOM SET. 422-8551.

LIONEL & American Flyer trains, any cond., aft. 5 p.m. 1-724-8011.

EXPERIENCED TELEVISION REPAIRMAN to work on 19" color prtbl. 749-5902.

SERVICE

BASEMENT WALLS & FLOORS resurfaced/replaced, licensed & ins., eves. 446-5643.

FOR RENT

LAKESIDE APARTMENT, extra nice, \$200, incl. heat & laundry. 422-4145.

FLORIDA COTTAGE, wks or mos., furn, by golf course & beaches, avail. now thru Nov. 627-3431.

CAPE COD HOME, SE location, unfurnished, aft. 1:30 p.m. 456-5232.

FREE

BLACK LABRADOR PUPS, 6 wks, wormed, good with kids. 489-4343.

*ADLETS

GE NEWS BLDG. 18-3

NO ADS TAKEN BY PHONE

INDICATE TYPE OF AD HERE:

☐ For Sale * ☐ Ride Wanted
☐ Wanted ☐ Riders Wanted
☐ For Rent * ☐ Lost
☐ Free ☐ Found ☐ Service

(PLEASE PRINT NEATLY)

Ads must be received only on this form by noon Monday for publication Friday. You may submit only one adlet per issue of the **GE News**. No more than 40 letters per Adlet, please. Print phone number only on line indicated below. Property advertised must be available without regard to race, creed, national origin or sex.

Name _____

Address _____ City _____

Home Phone _____ Bldg _____

* The item(s) referred to in this ad are in no way connected with any business venture.

Signature _____

Monthly GE Theater broadcasts to boost fall marketing campaign

The award-winning GE Theater will open another season on Sunday, Sept. 12, with the rebroadcast of "Skyward."

This is a story of a young paraplegic who's liberated physically and emotionally from her wheelchair when she learns to fly. It stars Bette Davis and Suzy Gilstrap.

Conditions call for advertising

Corporate Advertising is lining up a season of GE Theater broadcasts of unprecedented frequency — one a month.

Last year's "We bring good things to life" advertising campaign was launched at a time when the business climate and the economy were uncertain and many GE businesses were struggling.

"The picture hasn't changed much," says Corporate Advertising Manager Karl Koss, "but we can't hold back on advertising. It's more important than ever in times like these. Investments in marketing have to be carefully planned to get the most from our money."

"We plan to be out front," he adds. "When other marketers are waiting for a rebound in the economy, we've positioned ourselves for the boldest media presence possible."

A 'fall surge'

Koss says "The GE Theater is definitely a marketing vehicle. A fall surge of GE Theater shows has been timed to support both the Consumer Sector 'market focus' advertising approach and also the new business-

to-business messages now in preparation in the other GE sectors."

Planned for the '82-'83 season are: "Skyward" - Sept. 12; "Two of a Kind," with George Burns and Robby Benson - Oct. 9; "Something So Right," with Ricky Schroeder, James Farantino, and Patty Duke Astin - Nov. 30; and the rebroadcast of "Bill" late in December.

Employees should watch their GE newspaper or local TV listing for further details.

'Bill' wins Emmy nominations, will be rerun in December

As the GE Theater opens its '82 season with "Skyward" on Sept. 12, one of last year's shows is being hailed for its excellence.

"Bill," originally broadcast last December, has been nominated for an Emmy Award as "Best Special." The 34th Annual Emmy Awards (for television excellence) will air September 19.

Mickey Rooney has been nominated as "Best Actor" for his role as a 51-year-old mentally handicapped man. A third nomination is for outstanding writing.

The show has been so popular that it will be aired again during the holiday season at the end of December.

'A credit to social responsibility'

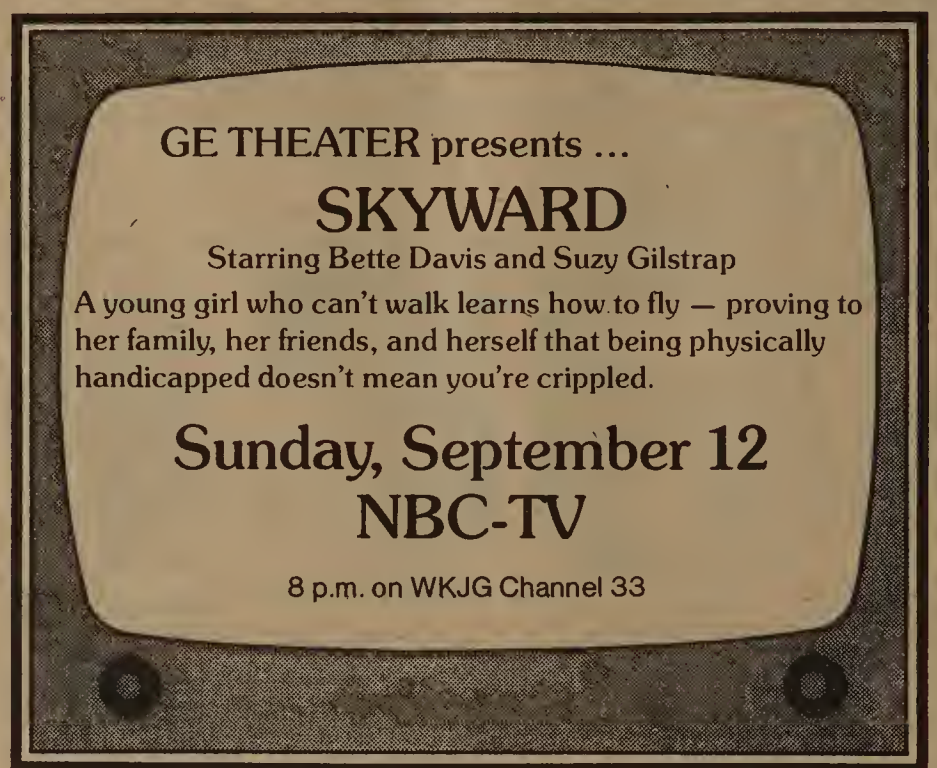
In addition to the Emmy Award nominations, "Bill" was selected to receive the 1982 ARC of Excellence Award from the Association for Retarded Citizens for overall national media.

These awards are given annually to honor outstanding efforts in creating public understanding and acceptance of mentally retarded people.

ARC's national president Joseph Buonomo said, "General Electric sponsorship of this movie is a credit to GE's integrity and commitment of social responsibility to the American public."

"Everyone connected with GE — employees, stockholders, customers — has a stake in the GE Theater," said Corporate Advertising Manager Karl Koss.

"We read hundreds of scripts in planning for the GE Theater. We have to be sure stories chosen are the kind that will not only make the advertising dollars worth the investment; but we also want programs that we can simply be proud to have associated with the GE monogram — stories that represent the best in family television programming."



"The response to 'Bill' is a testimony to that kind of program-

ming, and the line-up for this fall lives up to that billing."

Document explains program changes

S&SP Supplement to Prospectus now on way to all employees

A special Supplement to Prospectus (April 23, 1982) of the GE Savings and Security Program, including amendments to the program's text, is now on its way to all GE employees.

The "Supplement" document is being distributed as required by government regulations as a result of the many changes made in S&SP as part of the improvements in the GE job package.

A major change — one of those requiring the special amendments to the program — is the change that eliminates the "Program Pay Rate" for participation in S&SP by hourly and nonexempt salaried employees.

The elimination of the "program rate" became effective June 28. Other changes will take effect at the beginning of 1983. The changes in the program were made during negotiations with the unions.

"The new 'Supplement' document will be delivered to employees here next week," says Doyt Schaadt, manager of personnel accounting and banking in Fort Wayne.

Required by government

He points out that a prospectus is a government required document for

all investment programs such as S&SP.

"While it may be a legal-appearing document, employees planning to participate in S&SP — or already participating — should study it carefully along with already published material on the program."

Improvements covered

In addition to the elimination of the program pay rate, the "Supplement" covers in detail the many changes that are taking place in the Savings and Security Program next January. They include:

- The opportunity to make changes in investments as often as once a month, and the opportunity to change Retirement Option Account investments as often as four times a year.

- The opportunity to put either 50% or 100% of investments from your own savings into your Retirement Option Account at the end of a holding period.

- The opportunity to save as

much as 10% of earnings in unmatched investments under the program in addition to the 7% of earnings matched by GE.

Home withdrawals expand

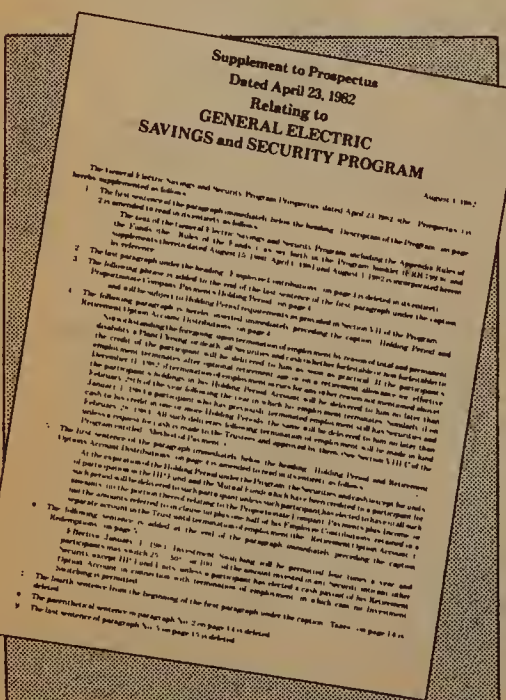
- The improvement — when buying or building a house — in the availability of funds from the holding period or from the Retirement Option Account without loss of company matching payments.

- The expansion in eligibility for S&SP Insurance refunds.

- The elimination of the holding period requirement when an employee terminates service for any reason.

More information coming

Schaadt says that more information on the Savings and Security Program improvements will be in future issues of the GE News. New benefits booklets on the GE job package will be available late in the year.



General Electric News

SEPTEMBER 16, 1982

FORT WAYNE, INDIANA

VOLUME 64, NO. 35

GE businesses stay ready to serve customers

Lean and flexible.

That's the kind of operation Fort Wayne GE businesses are trying to run in the face of weak order rates and an uncertain economy.

Motor and transformer businesses alike are faced with short lead times from customers who are trying to keep inventories as low as possible. In this environment, the ability to respond quickly to customer requirements often means the difference between winning and losing an order.

Many of these businesses are reluctant to reduce their workforces further because the resulting inefficiencies would limit their ability to respond to customer orders.

Here is a look at how GE operations are dealing with the situations that exist in their own markets:

GPM, Taylor-Winter

"We've had to schedule some four-day weeks at Winter Street and Taylor Street because the orders just aren't there to support the higher production of a five-day week in many cases," says Dick Habegger, plant manager.

"We are continually looking at our mix to see if we should drop the line rates and run with fewer people.

"However," Habegger says, "short-timing decisions are based on two factors: maintaining the ability to meet customer needs and optimizing the manufacturing operation."

The current order rate forecast indicates Taylor-Winter will have to continue taking time out of its schedule in October, but there are a few bright spots.

"We have received some sizeable orders the past few weeks that we will be working into our schedules," Habegger notes. He mentions an order from Maneurop in France for hermetic motors and an order for 180 frame two-pole motors from W. W. Grainger for Winter Street. GPM also has received various orders for 40 frame two-pole business equipment and pump motors made at Taylor Street.

SMD, Taylor Street

"Even though our order rate is weak, we must maintain the ability to serve customers," says Section 15 Plant Manager Otis Price.

At SMD, Taylor Street, a number of employees are working parts of jobs. For instance, the person who grinds the shaft also broaches the shafts and does other jobs as well. This is because there are not enough sales to support a full-time person in each of those jobs.

"To reduce our workforce further would really make us inefficient and

Employees do many jobs in one

"If there's work that needs to be done, we've got the people here with the experience to do it," says Larry Nevers, who helps manufacture DC armatures for GPM in Building 4-2.

Like many GE employees in Fort Wayne these days, Larry does more than his normal job. He does a combination of jobs.

He works both ends of the line

"My normal full-time job is on the diamond lathe at the end of the DC line," says Larry. "Now I spend part of my day on the lathe and the rest of it here on the stacking machine at the beginning of the line.

"Just about the time you get into your rhythm on one job it's about time to move to the next one, but it helps break up the monotony," he notes.

In his 17 years at GE, says Larry, he can't recall a time when it took 15 years of service to keep a job. A weak order rate means there is not enough work to support a full-time worker in many jobs; so employees wind up doing a combination of jobs.

Says Larry, "I'd much rather be working than be laid off."

Between Larry's two jobs there

would limit our ability to serve customers," says Price. "We are operating on very short lead times because our customers have very low inventories. They must respond quickly when they receive orders, and so must we if we are to win their business."

Recent orders from Luxaire and W. W. Grainger have helped provide about 1-1/2 days worth of work at Section 15 next week, but SMD will still take out three days next week to adjust for the reduced order rate.

Specialty Transformer

STD has reduced its various production line rates to correspond to forecasted sales, notes Frank Reed, manager of manufacturing.

"Shortfalls to the forecast will result in two lack-of-work days in September, and we are closely monitoring potential October impacts.

"The main reasons for short-timing are that we must maintain our line rate capabilities to be in position to build to forecast; we must be able to handle short-cycle



Bonnie Bireley has the experience to perform a number of jobs at Broadway, GPM.

are a lot of other operations that are performed in the manufacture of DC armatures. Bonnie Bireley, it seems, does most of them.

Experience pays off

"My main job is repairs," says Bonnie, "but I also do testing, placing, soldering, lacing and hot staking. I enjoy it. It keeps the job from getting boring."



Working combination jobs helps break the monotony for Larry Nevers, Building 4-2.

Bonnie says she has had many jobs in her 39 years with GE and in the past month or so since order rates declined, she has put her experience to good use.

Cooperation helps

She adds, "People here get along real good and everybody's cooperative. That helps a lot too."

OEM specials, many times with premium overtime paid by customers; and we must balance our stock.

"This is the only way we can stand ready to serve our customers and meet competition in today's business environment," he says.

Hermetic Motor

Keeping its workforce intact has allowed HMO to respond to customer orders on short notice, notes Plant Manager Larry Rybicki. HMO recently won orders from Copeland and Tecumseh because it was able to beat its competition to the punch.

"The only alternative to short-timing is another extensive layoff of employees, which would jeopardize our ability to function," he says.

Many of HMO's customers have scheduled short-timing in the fourth quarter. Rybicki describes the market as "cautious and uncertain."

GPM, Broadway

"Our strategy has been to remain poised for business that is out there

in the market and that we have the potential to obtain," says Pat Palmisano, plant manager at GPM, Broadway.

"As a result of being ready to serve our customers, we have won several short-cycle orders for our motors," he adds.

These include an order from Gast for air-moving motors and orders from business equipment manufacturers such as Textor, Data General and NCR.

GE News moves to Thursdays

Because of short-timing this week and next at Fort Wayne GE plants, the GE News is being published on Thursday both weeks.

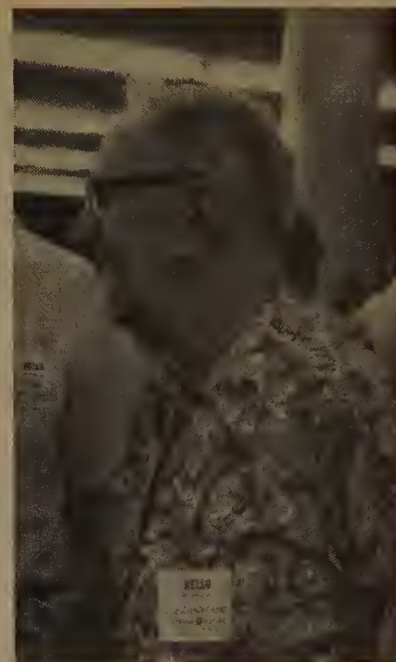
The deadline for submitting Adlets remains at noon on Mondays.

Quarter Century Club outing attracts 1,150

Approximately 1,150 Quarter Century Club members jammed the Memorial Coliseum Saturday for their annual outing. Employees and pensioners — including new inductees like Ed Evans, HMO, to veterans like 92-year-old Roy Lawrence — took part in the lunch, German music and prize drawings. Bill Fenoglio, GE area executive, was the featured speaker; but the main event, as it is every year, was the fellowship of old friends and co-workers.



Herb Grueb, Steve Gass, Bill Hoelle and Dick Cullen chat with GE Area Executive Bill Fenoglio (second from right) at the outing.



Roy Lawrence, at age 92, is an outing veteran.





Promenade on ice

The Ice Capades Corps-de-Ballet will perform a precision promenade entitled "Dudes, Dolls and Diamonds" when the all-new musical revue opens at the Coliseum in October. GE employees may obtain discount tickets to the Oct. 27 or 28 performance.

Ice Capades discount tickets available for Oct. 27, 28 shows

GE employees may obtain tickets to the 1982 Ice Capades at a \$2 discount from the regular price for performances at the Memorial Coliseum Wednesday, Oct. 27, or Thursday, Oct. 28.

This year's production will feature an aerial ballet 35 feet above the ice, a number of skating champions and a major production number starring television's newest Saturday sensations, the Smurfs.

By using the mail-in coupon below, employees can purchase adult tickets for \$6 and \$5. Established prices are \$8 and \$7 respectively. Tickets for children under 13 are \$5 and \$4.

The coupon can be mailed immediately to Ice Capades, Box 5157, Fort Wayne, IN 46895, along with a stamped, self-addressed return envelope.

Employees may also receive the discount price on tickets by presenting the coupon at the Ice Capades Box Office in the Coliseum beginning Sept. 27.

Blood drive set Sept. 22

The Red Cross Bloodmobile will be at Winter Street Wednesday, Sept. 22.

GE Ice Capades Discount Coupon

Name _____ Address _____

City _____ State _____ Zip _____ Phone _____

Performance preferred (Circle one): WEDNESDAY THURSDAY

Number of adult tickets _____ at \$ _____.

Number of children's tickets _____ at \$ _____.

Make remittances payable to Doorway Promotions. Total remittance: ____.

(When filling out coupon, list the discount price only and please remember to enclose a stamped return envelope.) Mail to: Ice Capades, Box 5157, Ft. Wayne, IN 46895

Adlets

RIDE WANTED

BROADWAY TO HEFFELFINGER RD. 693-2391.

OBSON RD./VANCE AVE. AREA TO W. BDWY., 7-3:30 p.m. 484-7654.

FOR SALE

LADY'S FIVE SPEED BICYCLE, \$30. 485-5521.

12' ALUMINUM FISHING BOAT w-7 HP Sears outboard, oars, anchors. 749-4483.

75 DATSUN B210, good cond., no rust, \$975. 627-2429.

TWIN WATERBEDS, 2, w-12 drawers, baffles, rails, heat, \$500 ea. 449-1063.

BATHROOM SINK; 120 bass accordion, old but in good shape. 426-5586.

CHILD'S MOTORCYCLE, 50 CC, shocks, headlight, \$150. 432-8529.

RAILROAD TIES, \$17 ea., can deliver. 422-6997.

72 MERCURY MARQUIS WAGON, 460 engine, all pwr, dependable. 432-2891.

ADDER RACK FOR PICKUP, stake pocket mount, 23' long. 749-0317.

CHILDCRAFT & encyclopedia books, \$12.50/set, great Christmas gifts. 745-1315.

POOL TABLE, 4'x8', slate. 625-4189.

TWIN MATTRESS & BOX SPRING; Conn trumpet. 484-0107.

EBONITE BOWLING BALL & bag, 16 lb., ex. cond., \$15; chrome coffee pot. 747-3871.

BIG SALE - Time Corners Anthony Wayne Bank

parking lot, Sept. 25, 9-5 p.m.

15' FIBERGLASS SPEEDBOAT, 50 HP Johnson, Gator tilt trlr, full cover, \$750. 478-1168.

BOY'S 10-SPEED BIKE, 24", Murray, good cond., \$25. 485-7756.

WIRE BASKETS FOR SCHWINN BICYCLE, ideal for paper carrier. 747-5461.

BABY CRIB, mattress, high chair, baby seat. 424-0736.

'82 SILVER FIREBIRD, 4 spd, 4 cyl, must sell. 625-4775.

GE WASHER & DRYER, \$125/both. 745-4122.

GAS WALL FURNACE, Sears, 28"x22"x10", 14,000 BTU, out. 447-1637.

OIL TANK, 275 gal., \$50. 485-4929.

OLD PIANO ROLLS; 275 gal. oil tank; adding machine; '75 Vega. 749-0159.

CULLIGAN MARK 412 WATER SOFTENER, like new, \$350. 639-3306.

GARAGE SALE, Sept. 17 & 18, 9-5 p.m., 1914 Melbourne Ct., near Time Corners.

'73 CHEVY C-10 PICKUP, 307, 3 spd, body rough, \$350; full sz. box spring w-good matt., \$35, baby dress, tbl, \$8. 749-9372.

'81 YAMAHA MAXIM 650, A-1 mint cond., 5,560 miles, \$2,500. 456-6185.

UPRIGHT FREEZER, aft. 4 p.m. 436-1653.

'67 FORD VAN, 6 cyl, runs good, \$350. 484-1106.

SEWING MACHINE, Sears zig-zag console, \$75. 432-0352.

LADIES' SLACKS & SUITS, szs. 10, 12, 16. 432-1066.

GLOXINIAS in bloom, nice. 485-4704.

BOX SPRING & MATTRESS, full sz., ex. cond. 744-6375.

KITCHEN SERVING CART, metal, grn, \$2. 745-2120.

RADIAL TIRES, 4, steel belted, FR78-15, reasonable. 637-6682.

ELECTRIC BUILT-IN OVEN & TOP PLATE; alum. sliding door & windows. 483-4540.

TYPEWRITER, \$35; 6 cu. ft. refrlg., \$200; horse collar mirror, \$100. 426-1817.

UTILITY TRAILER, 6'x8'x2'; oil stove & 175 gal. tank. 432-3721.

'71 TRIUMPH, 650 CC, ex. cond., best offer. 432-2646.

WANTED

AWNING FOR DOOR or window, wood or alum. 747-4066.

EAR CORN FOR SQUIRRELS, 2 bushels, south area. 745-5626.

14' ALUMINUM SEA MAID BOAT. 637-3279.

LIONEL & American Flyer trains, any cond., aft. 5 p.m. 1-724-8011.

SLATE TOP POOL TABLE, 4'x8' or 9'x4½'. 744-0513.

SERVICE

PROFESSIONAL PHOTOGRAPHY - weddings, family & indiv. portraits, copy work, custom frmg. 432-9753.

BASEMENT WALLS & FLOORS resurfaced/re-

placed, licensed & insured, eves. 446-5643.

BIG BAND STEREO MUSIC OF THE 40s for all occasions. 485-1898.

BABYSIT, days, near Lutheran Hosp. 745-2764.

TV ANTENNA: service/install/repair/replace, free est., eves. 432-4611.

CARS waxed & interiors cleaned, reas., refs. 432-0805.

PORTRAIT PHOTOGRAPHY - family, school, weddings. 747-5487.

FOR RENT

HOUSE w-option to buy, 3 bdrms, near Lutheran Hosp., good cond. 744-9532.

FURNISHED APT., near Bdwy GE, 3 rms, bath, util. pd, cable, adults, no pets, deposit. 424-2807.

UNFURN APT., 1 bdrm, on Rockhill St., laundry, off-street parking, \$200 mo. incl. util. 426-6846.

FREE

UPRIGHT FREEZER, left by renters. 749-0159.

KITTENS to good home, 8 wks. old, male & female. 483-0357.

*ADLETS

GE NEWS BLDG. 18-3

NO ADS TAKEN BY PHONE

INDICATE TYPE OF AD HERE:

☐ For Sale * ☐ Ride Wanted

☐ Wanted ☐ Riders Wanted

☐ For Rent * ☐ Lost

☐ Free ☐ Found ☐ Service

(PLEASE PRINT NEATLY)

Ads must be received only on this form by noon Monday for publication Friday. You may submit only one adlet per issue of the GE News. No more than 40 letters per Adlet, please. Print phone number only on line indicated below. Property advertised must be available without regard to race, creed, national origin or sex.

Name _____

Address _____ City _____

Home Phone _____ Bldg. _____

* The item(s) referred to in this ad are in no way connected with any business venture

Signature _____

In memory

Paul H. Horstmeyer, 2834 Northgate Blvd., died Sept. 5. He was a specialist in production control, SMD, Building 4-6, before he retired in 1961.

Laureld H. Wilder, 13218 Redding Dr., died Sept. 3. He was a plater at STD, Building 26-B, before he retired in 1962.

Melvin J. Bill, Tamarack, Fla., died Sept. 1. Prior to his retirement in 1969, he was a heat and enamel processor at GPM, Taylor Street.

Maurice E. Crow, Lima, Ohio, died Sept. 1. He was a model maker at SMD, Building 17-4, before retiring in 1959.

New job package improvements explained

Employees ask about pensions, open enrollments

Pension formulas improved

Q: What is the significance of the improvements in the guaranteed minimums and career-average formulas for figuring pensions?

A: If you retire on or after July 1, 1982, your pension will likely be larger than it might have been. Here's a brief explanation:

Under the **guaranteed pension formula**, employees with 10 or more years of pension qualification service can receive a pension calculated on the amount shown in the guaranteed pension table for their final average earnings. The amount in the table is multiplied by years of service to determine the guaranteed monthly pension. (Final average earnings is the average of your earnings in the highest five consecutive calendar years of the final 10.)

Through the years, GE employees also accumulate pension credits based on their earnings for each year of service. The total at retirement is the annual pension under the **career average formula**.

At retirement time, the guaranteed pension is compared against one's career-average pension, and the retiring employee gets the larger of the two.

The guaranteed pension table was improved effective July 1, 1982. In addition, all active employees on Jan. 1, 1983 — as well as those who retire from the company between July 1, 1982 and Jan. 1, 1983 and are on the regular pension payroll — will have their career-average credits improved significantly by adding to credits earned in past years.

Q: I still have my 1982 Personal Share Statement. I started with GE in 1960. Can I estimate my new "career average," or basic pension, using figures from this?

A: Yes. Just go to the section headed "When You Retire." In the righthand column you'll find your monthly pension credits as of Dec. 31, 1981. Multiply this by 12 to obtain your annual pension credits to that date. Then multiply by 1.25 (100% plus the 25% improvement) and add the extra \$50 improvement. Your credits for 1982 — increased by 25% — will also be added to give you your new pension credits as of Jan. 1, 1983.

Of course, your pension credits earned in the future and sizable Social Security payments must

be added to obtain your eventual GE retirement income.

Reopener periods for insurance

Q: Are there any plans to have a reopener period for the Long Term Disability Insurance Plan?

A: There will be a limited reopener for LTDI coverage during October, for those who have less than a year of service or are not participating in the Pension Plan. Those who did not enroll when first eligible can enroll later, but they must satisfy the insurance company's requirements as to good health.

Q: Will the open enrollment period in January for Dependent Life Insurance be only for the additional \$5,000 coverage, or will it be for Options 1, 2, and 3? How does this apply to pensioners and exempt employees?

A: The improved GE job package includes improvements in the Dependent Life Insurance coverages for all employees.

The open enrollment period will apply to all three options (\$5,000; \$10,000; and \$15,000 coverage) and will be available to employees actively at work or absent with continuity of service maintained. It does not apply to those retired on or before Jan. 1, 1983.

Q: Given the improvements in the Pensioners Hospital Indemnity Plan, will there be a reopener in January for pensioners over 65 who are not already enrolled in the plan? If so, how will they be notified? Also, what is the expected cost of the plan?

A: The current cost of the coverage under the Pensioners Hospital Indemnity Plan is \$3 per month per person — with both the pensioner and spouse being eligible, provided the spouse is 65 or over.

Beginning Jan. 1, 1983, the cost will increase to \$4 per month per person reflecting the improvement in benefits which become effective on that date. This cost is subject to change each following January.

If you retire before age 65, enrollment must be made at the end of the month in which you reach

Q & A

Mail to: GE News
Bldg. 18-3

My question is: _____

Name _____ Location _____

(Please fill in your name so answers to specific questions can be addressed to you.)

age 65. If you retire after age 65, enrollment must be made at the date of retirement or within 31 days afterward.

The open enrollment in January will provide a one-time opportunity for all eligible pensioners to enroll even if they failed to enroll previously. Eligible pensioners will be notified by mail.

Payout of Stock Bonus savings

Q: When will participants in the Savings and Stock Bonus Plan actually receive the balance of their accounts?

A: On Jan. 3, 1983 participants in the Stock Bonus Plan will be mailed a payout for all Stock Bonus and cash credited to their accounts through 1981 and U.S. Savings Bonds through October 1982. Another payout will be made by March 1, 1983. This will include the bonds credited in November and December of 1982, the 1982 Stock Bonus and cash, plus any amounts remaining in a participant's account.

Short-term shutdowns don't qualify

Q: Do we get extra pay under IEA (Income Extension Aid) for a short-term plant shutdown?

A: The new enriched Severance Pay benefits are payable only in permanent plant closing situations. They are not available for short-term or vacation shutdowns.

Basketball league needs manager

Long-time GE Club Basketball League manager, Bernie Ebetino, recently announced that he's hanging up his sneakers.

In order for the league to get started this season, a new league

manager must be found. The manager is responsible for schedules and rosters, and the position is voluntary.

If interested in this position, please contact Bernie at Ext. 3483.

EMPLOYEE STORE SILICONE SPECIAL

10.3 oz. tube	\$3.99	2.8 oz. tube	\$1.99
Less rebate:	1.00	Less rebate:	\$1.50
Net cost:	\$2.99	Net cost:	\$0.49

**\$1.00
to
\$9.00
Back
From
GE
Silicones**

GE Silicones

How To Get Your Refund(s): Fill in all blanks below. Include all proof of purchase items and mail with this coupon to GE Silicone Fall Rebates, P.O. Box 2300, Berlin, CT 06038.

REQUIRED PROOF OF PURCHASE

For each item purchased on which a refund is requested submit: (1) Cash register tape with store name, price(s) paid circled and (2) Cut GE Manogram from back of each cartridge and/or clip top 2" off each blister card for each item you claim a refund on.

★ \$1.00 REFUND ON HOUSEHOLD OR AUTOMOTIVE PRODUCTS

QUANTITY
01 _____ of 8.5 fl. oz. or 10.3 fl. oz. Cartridges at \$1.00 each = \$ _____
02 _____ of 10 fl. oz. Tubes at \$1.00 each = \$ _____

★ \$1.50 REFUND ON HOUSEHOLD OR AUTOMOTIVE PRODUCTS

QUANTITY
03 _____ of 2.8 fl. oz. Household Tubes at \$1.50 each = \$ _____
04 _____ of 1.9 fl. oz. or 2.8 fl. oz. Automotive Tubes at \$1.50 each = \$ _____

LIMIT 6 PRODUCTS PER FAMILY/ADDRESS Total Refund Request: \$ _____

NAME _____

ADDRESS _____

CITY _____ STATE _____ ZIP _____

This refund offer is limited to no more than 6 GE Silicone consumer products per family/address. Offer good only in U.S.A. and Puerto Rico. Offer void where prohibited, taxed or restricted by law. Wholesalers, distributors, retailers and commercial accounts are not eligible for refunds. Allow 6-8 weeks for refund. This coupon and required proof of purchase must accompany your request. Duplicates, facsimiles or copies will not be honored. Offer expires 12/31/82. NOT TRANSFERABLE. Refund to original purchaser only.

Permit No. 40
FORT WAYNE, IN
PAID
U.S. POSTAGE
BULK RATE

(For quickest response, please mail all non-intracompany address changes directly to Mail, Inc. at the address printed above. Be sure to include both your old and new addresses indicating zip codes for each.)

Address correction requested

Fort Wayne, IN 46803
1050 S. Anthony Blvd.
Mail, Inc.

General Electric News

SEPTEMBER 23, 1982

FORT WAYNE, INDIANA

VOLUME 64 NO. 36

GPM still No. 1 in spite of '82 sales 'disaster': Momot

Sales in 1982 have been "a virtual disaster" for General Purpose Motor, General Manager Dave Momot told salaried employees at a luncheon meeting recently.

"Compared to what we budgeted for 1982, sales are expected to be down 32% for the year, and the story on net income (profit) is even worse," he said.

"While utilities, transportation, and other costs have risen, we have not been able to pass those costs to our customers through price increases. To adjust to this business environment, we are focusing on reducing our base costs, which include exempt and nonexempt salary expenses as well as other overhead expenses.

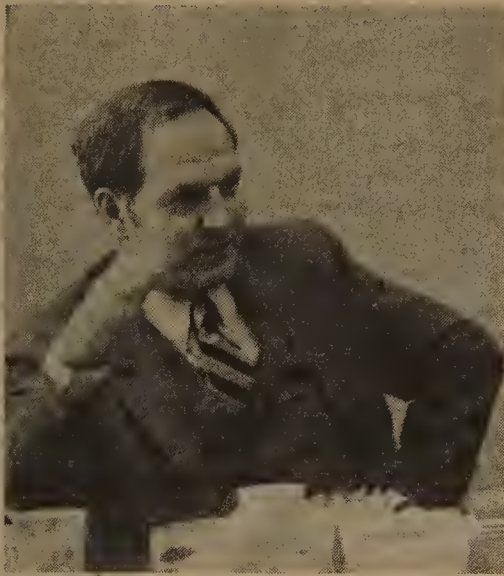
"Our major problem right now is getting our line rates in balance with our order rates. At this point, it appears that the lack-of-work and short-timing situation will continue for a while, but we do anticipate the possibility of some strengthening of order rates as we enter the new year. The effort to drive down costly inventories will continue to year-end.

Slow recovery seen in 1983

"The recovery, when it comes, will be very slow. Our customers who got burned this year when the recovery failed to materialize will not be quick to build their inventories. It will be a slow, thoughtful process."

In spite of the poor sales year, GPM is moving ahead with many of its investment plans. The emphasis is on computer systems designed to improve the quality of GPM products and services and to improve the productivity of its employees. Investments in new products, product improvements and new applications also are continuing.

After describing the business situation, Momot answered the following questions posed by employees:



GPM General Manager Dave Momot praises employee cost reduction efforts and responds to questions about the business.

Q: Is there any truth to rumors we will be working a four-day week?

Momot: GPM has no plans of going to a formal four-day week. However, we do foresee a need for additional short-timing to adjust our line rates to order rates and to be positioned to serve our customers.

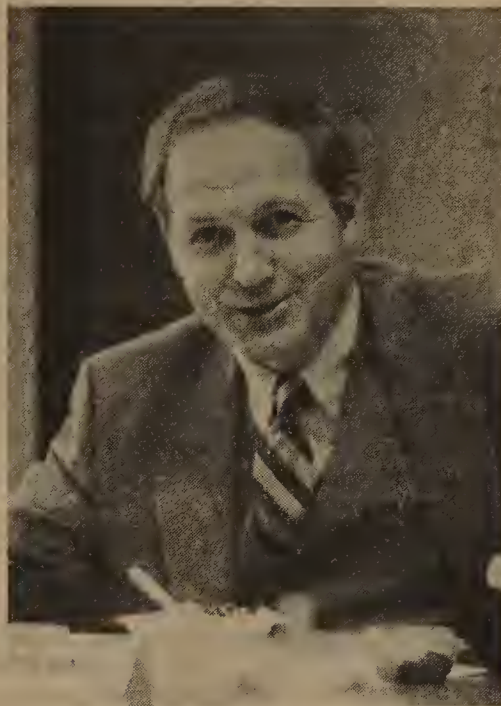
Q: Where does GPM fit into GE's goal to have each GE business be No. 1 or 2 in its market?

Momot: We are No. 1 in our business, and our challenge is to retain our market leadership. We have programs in place to do that.

For instance, we are making a major effort to control our product costs through motor redesign, labor cost control and productivity improvements.

GPM is a complex business. Last year we built about 13,000 different motor models. Our product structuring program is attempting to reduce the number of models and at the same time improve our ability to meet customer requirements.

Q: I've heard we are getting out of the GPM hermetic business by the end of the year. What are GPM's plans for the Winter Street plant?



Momot: First, we do not plan to be out of the hermetic business by the end of 1982. However, our Winter Street plant and some of our other plants are operating well below capacity, and this is a concern. We have a number of facilities studies under way. We have not made any decisions regarding the Winter Street plant.

Q: What effect will foreign competitors have on our U.S. markets in the years to come?

Momot: They're trying us on for size already. Toshiba of Japan has a plant in Texas and is active in the distributor market.

Our DC motor line at Broadway has felt the presence of Hitachi in the golf cart market, and I understand there is a Taiwanese company that is beginning to compete for some pump motor business in the U.S.

We must maintain a high quality product and be cost competitive because these competitors are very good.

Our plant in Mexico is part of our strategy for dealing with the threat of foreign competition. We had a



choice some years ago of getting out of that portion of our market entirely or manufacturing those motors where we could be cost competitive. The Juarez facility allows us to provide a full product line, which gives us a competitive advantage with large OEMs (original equipment manufacturers).

Q: The effectiveness of quality circles has been hampered by recent layoffs. What is your view of this program?

Momot: I initiated quality circles when I was with Re-entry Systems in Philadelphia. I believe that when people from different jobs work together to solve problems they can accomplish some unbelievable things. People who do a job day in and day out know so much more than they often are given credit for knowing. As a manager, it's helpful for me to know what you think.

I don't believe in a "we-they" type of mentality. I believe in teamwork. As far as I'm concerned there are no marketing problems, no manufacturing problems — just business problems — and we all must work together to fix them.



Ley's suggestion award totals over \$685

Arnold Ley (right), sheet metal worker at Area Services, Taylor Street, received a suggestion award of \$619.83 on top of a preliminary award of \$65.26 from Dick Huhn, manager of Area Services. The total award was \$685.09. Ley's suggestion was the result of a request by the Wire Mill to modify the prototype heat recovery system on oven D-25 so that the oven heat source could be operated conventionally or with exhaust bypass. Ley fabricated a self-designed dampered duct which accomplished the desired results. The award was based on the savings between previous tasks engineered to do this work and the cost to implement Ley's suggestion.

EAP counselor asks 'How is stress affecting you?'

"Heart disease, cancer, alcoholism and many lesser physical ailments may be linked to stress," Dag Arnold told Elex Club members last week in the first of a two-part seminar entitled, "Managing Stress in Your Life."

The seminar is similar to Brown Bag Theatre sessions the Employee Assistance Plan counselor has presented to SMD employees at Taylor Street and Broadway.

"We feel stress in our bodies, but it originates in our minds," said Dag. "The most important thing is to identify what stress is and how it may be affecting you."

Perceptions determine what is stressful

Stress is a normal part of life, Dag said. It can be euphoric or distressful. In an organization like GE, when the stress level is manageable it can be very productive.

"When stress is excessive, people become irritable and the quantity and quality of their work may decline. Too little stress can have the same results as people become bored," he said.

"Whether stress occurs depends on our perceptions, not on the events themselves. Fear is the most stressful thing we encounter — whether it's

fear of failure or embarrassment or fear of bodily harm. In the end each of us has to be responsible for our own stress."

Fortunately, there are many ways to manage stress, he said.

Exercise, relaxation can help

Drugs and alcohol can reduce stress in the short run, but in the long run, they can be detrimental to one's health. More effective ways of dealing with stress include exercise, relaxation techniques and biofeedback.

In modern society, many of the stresses are mental rather than physical, and they are more difficult to dissipate. Regular exercise can provide the energy outlet and the endurance needed to cope with such stress, Dag said.

Certain types of jobs can create stress. Jobs with a lot of time pressure, jobs with a lot of responsibility but little control, or jobs that fail to provide a challenge or a sense of accomplishment can contribute to stress, he noted.

"If time pressures are a problem, one solution may be setting priorities so that the most important (or stressful) tasks get done first. This can change your perception of your workload," Dag suggested.

Certain personality types are more prone to stress responses, Dag said. "People who are always in a rush and who are driven to perform more and more work exhibit what is called Type A behavior. These people tend to have more heart disease and other stress symptoms. If you get upset frequently, your personality may be the cause."

Some people tend to be stress carriers, Dag noted.

"They create stress responses in others and may not even be aware of it. A good way to find out if you are a stress carrier is to ask those around you," he said.

The stress people feel in one part of their lives also can affect other parts of their lives.

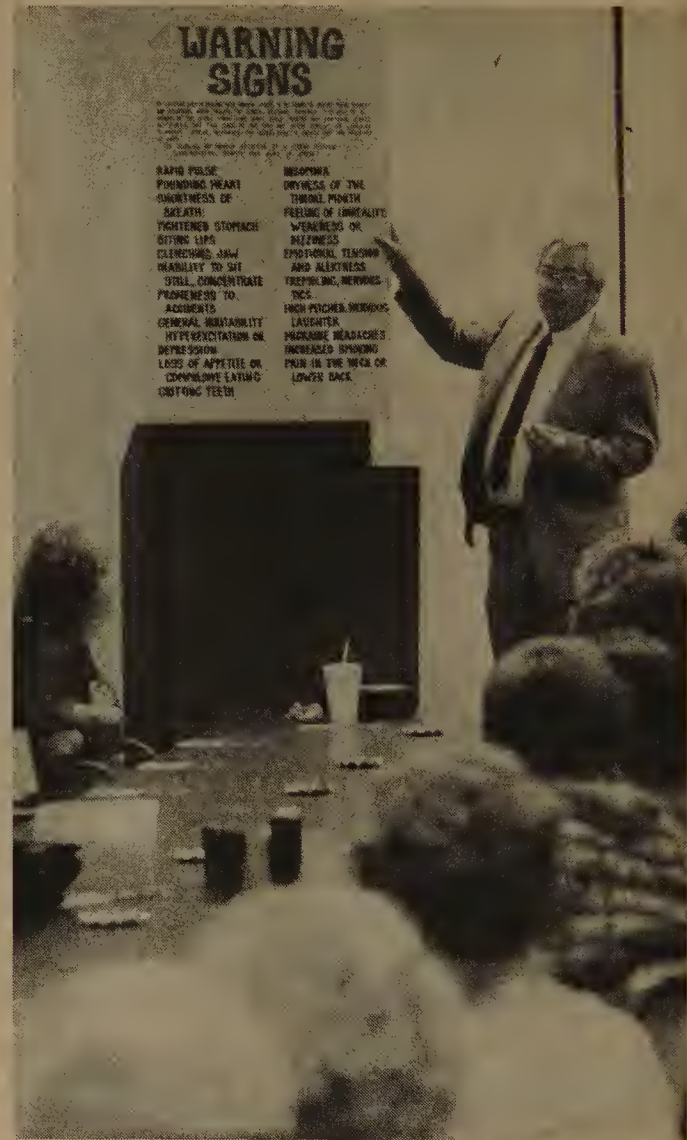
Other ways to deal with stress

"If there is stress in your family life, it may affect the way you feel and act at work," noted Dag.

Sometimes the best way to deal with stressful situations is simply to talk about it — to open up the lines of communication and talk about your feelings.

Another positive way of dealing with stress is to confront your worst fears.

"A lot of stress is caused by vague premonitions of disaster," said Dag. "A good way to deal



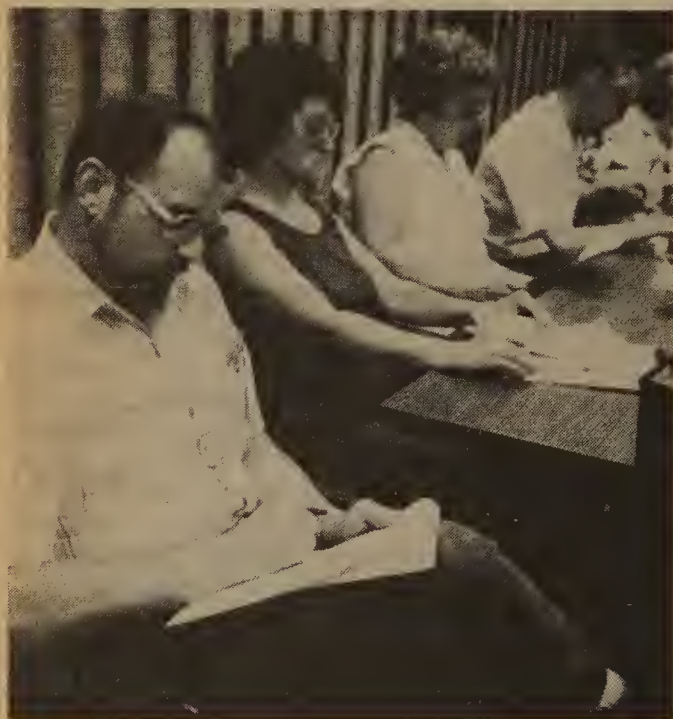
Warning signs associated with stress include inability to sleep, neck and low back pain, Dag Arnold tells Elex Club members.

with such feelings of anxiety is to ask yourself what is the worst that could happen, then work up from there."

Dag showed a film on stress that demonstrated once people confront their fears they often find that the consequences are ones that they can handle.

"Ultimately the responsibility for stress rests with the individual," said Dag. "A sense of hope and optimism is a valuable aid in coping with stress. People who reach out and take action do better than those who avoid or resign themselves to stressful situations."

"Sometimes it helps just to have someone to listen objectively," said Dag. "That's one of the reasons I'm here."



SMD employees do a written self-appraisal that helps them identify stress points and learn about how they react to stress.

**Employee
Assistance
Program**



If you would like to talk to an EAP counselor call 428-3671 for the confidential EAP Hotline or 428-3600 for the Medical Unit.

Fall Investor features Welch interview

The fall issue of GE's *Investor* is being mailed to GE shareowners — including thousands of GE employees who purchase stock through the Savings and Security Program.

The *Investor* leads off with an interview with Chairman Jack Welch about the company's efforts to maintain fast growth in a slow-growth economy.

"I feel we are on the right course," Welch notes. "It's been a tougher course than any of us anticipated. The pain has been more severe in some areas. The fruits of our investment are further out than we might have anticipated, but we're still

committed to making those investments for our future. All in all, we're pleased with the overall results."

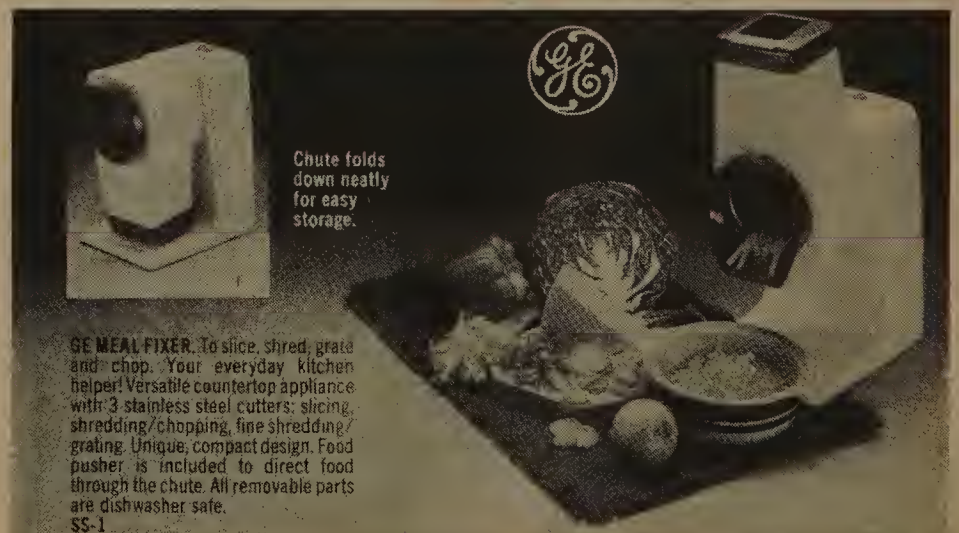
The company's involvement in "creating the competitive factory" is the subject of a detailed *Investor* article that includes a two-page chart showing how GE systems ranging from software programs to automated inspection cameras can work together to "shape an industrial renaissance."

The opportunities unlocked by the formation of the General Electric Trading Company and colorful examples of recent company innovations round out the issue.

Employee Store Special

While they last!

GE Meal Fixer	\$24.99
Rebate	5.00
Net cost:	\$19.99



1030 Swinney

10-5:30 M-F

Golf Corner By Roy Brokaw

Seven teams enter Saturday's playoff

Highlights Around the Leagues: The remaining two golf leagues have now completed regular season play.

In the Wednesday-Brookwood League (AMO), the two-man winning teams are Pete Gorrell and Mike Hadley, and Lloyd Grider and Mike Fifer.

In the Thursday-Foster Park League (Taylor Street), the two-man winning teams are Bill Sutton and Dick Nelson in the North Division and Luther Putman and Merl Kees-

ler in the South Division.

Seven teams are entered in the GE Club Championship Playoff to be held at the Riverbend Golf Club, Saturday, September 25.

League Chairman Jack Starwalt, reminds everyone that the annual GE Fall Tournament, a Florida Scramble event, will be held at the Colonial Oaks Golf Club, Saturday, October 2. Call Jack Starwalt on extension 2327 no later than September 29 to reserve tee times.

Franklin puts workers on 4-day week

Franklin Electric Co., a GE motor competitor located in Bluffton, announced it is putting 480 production workers on a four-day work week, according to **The Journal-**

Gazette.

Franklin attributed the move to weak order rates for motors. In addition, 85 clerical workers began working a 35-hour week.

Adlets

RIDE WANTED

BURN I-69 EXIT TO TAYLOR STREET, 8-4:30 p.m., will share driving, call aft. 4 p.m. 1-925-4054.

FOR SALE

UDENT DESK, good shape, \$35; end table, solid maple, \$20. 747-3869.

OOD GARAGE DOOR, 16'x7' w-springs & track, aft. 5 p.m. 432-0021.

SS BOAT, 16' alum., 65 HP Mercury, \$2,895, aft. 5 p.m. 693-2426.

YS' 10 SPEED BICYCLES, 2, 27" & 26", like new. 432-8644.

NOVA 400, new carb.; elec. range. 749-4130.

RAGE DOOR, 9'x7', wood, all hardware, \$10. 747-2913.

209 COPIER w-paper & instruction book, \$150, eves. 483-3431.

G LIGHT KILLER, \$25; heat-sun lamp, \$25. 432-5128.

GUS C3 CAMERA w-telephoto & wide angle

lens. 745-2120.

'78 DODGE CONV. VAN, loaded, \$5,700. 482-1295.

IRON MAN WATER SOFTENER, bargain price. 485-9737.

'68 PONTIAC, no rust, 43,000 miles, original owner. 424-7687.

BROWNING 45 LB. BOW; Stuckey wood shank arrows. 432-6150.

WOODLAND WOOD HEATING STOVE, brick lined, converts to fireplace, pipe & wrought iron rack inc., \$350. 638-4606.

'70 PONTIAC LEMANS, 350 auto, new tires, new paint, chrome, rims, mint cond. 638-4557.

HOME ON LOON LAKE, 2 bdrms, beach, bath, frpl, new water htr & roof, lg lot, gas heat, \$32,000. 749-9009.

CANARIES, male & female, colorful, young, reas. 447-3891.

AIR CONDITIONER, 11,500 BTU, \$75; o'head garage door & track, 6'7"x9'; interior doors, 36"x2'6". 484-1953.

30" RANGE HOOD, vented, new hrvt gld, \$10. 456-8496.

GE UPRIGHT SWEEPER; Hoover rug scrubber & floor polisher, all good cond. 483-0069.

15' FIBERGLASS SPEEDBOAT, 50 HP Johnson, Gator tilt trlr, full cover, \$750. 478-

1168.

HYDRAULIC FLOOR JACK, ex. cond., 3,000 lb. capacity. 483-1845.

EASTERN STAR RING, wire, 12-26. 426-7973.

'74 HONDA 750 MOTORCYCLE. 484-8867.

OVERHEAD GARAGE DOOR, 16'x7', wood, 5 sections, track, \$50. 447-3761.

TOASTER, avoc.; teflon sandwich grill, \$10 ea. 747-3871.

WOOD GRAIN KITCHEN TABLE SET, round, W-4 yellow swivel chairs, \$75. 432-3235.

SKATES, boy's sz 8, gym shoe style, krypto whls, like new, \$40. 483-1225.

TIRES, set, B78x13, blk wall, ex. cond., \$30 firm. 747-4829.

SNOW TIRES, 2, mounted, F78x14 for Olds, used 3 mos., \$80, aft. 4 p.m. 447-4288.

'73 TOYOTA COROLLA, 4 spd., 2 dr., new paint, good cond., very clean, \$1,150. 627-5997.

CORNING OVEN RANGE, self-cleaning, hrvt gold. 432-0279.

CHILDREN'S CLOTHING, szs. 8-14; gas space heater, small; six volt batt., \$25. 447-7968.

CONN SAXOPHONE, gold; Yamaha trumpet, slvr, both A-1 cond. 483-3056.

WANTED

LIONEL & American Flyer trains, any cond., aft. 5 p.m. 1-724-8011.

SNOW TIRES, 2, G78x15 for Chev. pickup. 639-3137.

CHEST FREEZER, 9', good cond.; motorcycle helmet, good, reas. 484-3450.

MANDREL IRONER in working order, reas. price. 747-1040.

SERVICE

CLOWN for birthdays, hospital, etc., magic & more. 445-8453.

BABYSIT, days, near Lutheran Hosp. 745-2764.

PROFESSIONAL PHOTOGRAPHY - weddings, fam. & indiv. portraits, copy work, custom frmg. 432-9753.

FOR RENT

CAPE COD, SE location, aft. 1:30 p.m. 456-3226.

LARGE TWO BDRM APT., upper, very clean, stove & ref. furn., \$180/mo. plus util. 422-5089.

FLORIDA COTTAGE, wks or months, furn., by golf course & beaches, avail. now thru Nov. 627-3431.

STORAGE SPACE for autos, boats, inside or out. 636-7264.

FREE

OIL TANK, 230 gal. 747-6359.

Elex October calendar

1-3 - GE Midwest Women's Club Convention in Lake Geneva, Wis. Depart Taylor St. parking lot - 8:30 a.m., Fri., Oct. 1.

4 - Partizan Chapter Board, 11:30 a.m., Alexander's Restaurant, 3005 E. State St.

5 - Reservation deadline for Oct. 11 bingo and supper at GE Club auditorium.

6 - Second shift Executive Board meeting, 1 p.m., Bldg. 17-3, conference room.

8 - Quintus Chapter Board, 9:30 a.m., Imperial House, 1313 W. Washington Center Road.

11 - Elex Supper and Bingo for Elex members only, GE Club auditorium. Supper catered by Venice Restaurant from 5 to 5:45 p.m. Menu: chicken cacciatori, tossed salad, baked potato, apple pie, rolls and beverage - \$3.50.

11 - Elex Executive Committee, 7:30 p.m., GE Club property room.

13 - Pen-El Chapter, 11:30 a.m., Bethany Presbyterian Church, 1616 W. Main St.

14 - Reservation deadline for Elex luncheon at Lester's Party Room, Oct. 21.

14 - Elex Educational Class, 7:30 p.m., Bldg. 18-1 conference room - "How to Handle

Stress", EAP Counselor Dag Arnold.

15 - Quintus Chapter meeting, 1 p.m., Imperial House, 1313 W. Washington Center Road.

18 - World's Fair Tour with Ashley Travel.

19 - Partizan Chapter, noon, Hobby Ranch House, 3204 N. Anthony Blvd.

20 - El-Par Chapter, noon, Alpine Family Restaurant, 4805 Lima Road.

21 - Elex luncheon and program for members and guests, 11:30 a.m., Lester's Party Room, 1502 Bluffton Road. Menu: Lasagna, green salad, broccoli, garlic bread, German chocolate cake. Tickets \$4.50. Program: Wholistic Workouts by Jana Vogel.

24 - Family skating party for all members, GE employees, pensioners and guests from 4 to 6:30 p.m., Bell's Skating Rink, U.S. Hwy. 24 and 30 East. Tickets \$1 per person or \$3 for family of four or more.

25 - Honor-Ettes Chapter, 1 p.m., Salem United Church of Christ, 2401 Lake Ave.

26 - Elex Executive Board, first shift, 7:30 p.m., Bldg. 18-3 conference room.

27 - El-Par Executive Board, 9 a.m., Cooper's Restaurant, 927 Broadway.

Bowling

League Wrap-Up

Tuesday Afternoon Ladies
Delores Fox 188

Friday Nite Ladies

Pattie Greer (202) 510
Gertie Jones (189) 505
Joyce Doust 184
Rhonda Barva 182

Apparatus

Dan Graham 222
Steve Scherer 220-212
Charlie Shipman 217
Bob Schuelke 210

Small Motor

Jim Weiks, Sr. (244) 610
Jim O'Bryan (243) 600
Dick Blair 224

*ADLETS

GE NEWS BLDG. 18-3

NO ADS TAKEN BY PHONE

INDICATE TYPE OF AD HERE:

☐ For Sale * ☐ Ride Wanted
☐ Wanted ☐ Riders Wanted
☐ For Rent * ☐ Lost
☐ Free ☐ Found ☐ Service

(PLEASE PRINT NEATLY)

Ads must be received only on this form by noon Monday for publication Friday. You may submit only one adlet per issue of the **GE News**. No more than 40 letters per Adlet, please. Print phone number only on line indicated below. Property advertised must be available without regard to race, creed, national origin or sex.

Name _____ City _____

Address _____ Bldg. _____

Home Phone _____

* The item(s) referred to in this ad are in no way connected with any business venture

Signature _____

In memory

May W. Hoelle, 5120 Winter Street, died Sept. 8. He was a group leader on inspection in SMD, g. 4-1, before retiring in 1963.

Emil J. Schurenberg, Marathon, Fla., died Sept. 9. He was a supervisor at STD prior to retiring in 1957.

Oct. 4-8 campaign to support 24 United Way agencies

GE employees will conduct their annual campaign to support the United Way through pledges to the Employee Community Services Fund Oct. 4-8.

With unemployment at 12% in Fort Wayne, the United Way expects demands for its services to increase in the coming year at the same time its sources of funds — employees and companies in the Fort Wayne area — are shrinking.

Although the ECSF Board has not set a campaign goal, it will be striving to give its fair share to the United Way goal of \$4.1 million. Last year the company and its employees pledged about 9% of the total United Way budget.

Focus on percentage giving

Volunteers will be emphasizing percentage giving — so that employee contributions will rise if pay goes up or fall if pay goes down — as the best way of giving during uncertain economic times.

Pledges will help support 24 United Way member agencies that provide essential health, social welfare and character-building services for the people of Allen County.

Campaign costs were less than 4% of the total amount raised last year because of the campaign efforts of thousands of volunteers. This means that 96 cents of every dollar contributed went to agencies to help people.

Following is a brief description of the agencies that depend on United Way support:

Anthony Wayne Rehabilitation Center is a regional facility that enables disabled persons to



See as I see, hear as I hear — During ECSF bus tours last year Jerry Smith (left), STD, and Larry Rybicki, HMO, met some of the children in a learning disabilities class who benefit from United Way.

become employed. Services include vocational evaluation, work adjustment and counseling.

Arthur J. Blasing Social Services, Inc., provides outreach services to the poor, elderly and the handicapped. Services include transportation to other agencies and doctors, learning programs and youth programs to help curb delinquency.

Big Brothers/Big Sisters of Greater Fort Wayne provides adult volunteers to youths ages 6-17 primarily from one-parent homes.

Boy Scouts of America/Anthony Wayne Area Council is a youth development program for boys, 7-20, and girls, 14-20. The focus is on citizenship training, character development and improvement of physical, mental and moral fitness.

Catholic Social Service provides family and personal counseling, foster care, neighborhood outreach, financial counseling, adoptions, and help in problem pregnancies.

Allen County Cancer Society brings free help to cancer patients and their families and provides cancer education.

Allen County Society for Crippled Children and Adults provides a preschool program for



physically and learning disabled children, as well as a camping program, infant stimulation program, therapy and activity groups for adults.

Allen-Wells Chapter/American Red Cross gives first aid and CPR training, handles disaster relief, provides prenatal, breastfeeding and home nursing courses as well as safety, lifesaving and learn-to-swim programs.

Child Care of Allen County operates six preschool centers, sponsors over 20 family day care homes and provides infant care for low income families.

Family and Children's Services, Inc., counsels people in family related problems such as stressed marriages, divorces, relationships with children, single parenthood and the aftermath of alcoholism.

Fort Wayne Jewish Federation provides counseling, youth, cultural and recreational programs for the entire community and serves as the "central address" for the Jewish community.

Fort Wayne Rescue Mission provides job placement and assistance, alcohol treatment, food and clothing, emergency shelter, free and low cost residence assistance.

Fort Wayne Urban League seeks to enable Blacks and other minorities to realize their full potential in society through employment assistance, economic development, advocacy and referral services.

Goodwill Industries of Fort Wayne, Inc., provides rehabilitation, job training, evaluation and employment for the handicapped and disabled.

Limberlost Girl Scout Council, Inc., serves girls ages 6-17 by fostering high ideals of character, conduct, patriotism and service through group interaction, community involvement and learning activities.

Lutheran Social Services, Inc. provides counseling, emergency assistance, information and referral for individual and family situations.

Martin Luther King Montessori School serves the development needs of the economically disadvantaged child with emphasis on the mental and emotional aspects of learning.

Mental Health Association in Allen County speaks and acts on behalf of the mentally ill and retarded persons of the community and see that they receive proper care and treatment.

Mental Health Center at Fort Wayne provides out-patient counseling for alcohol and drug abusers and their families, individual and group therapy, life skills development and stress management.

Red Cedar Center for Special Services specializes in therapeutic recreational programs for disadvantaged and physically, mentally and emotionally disabled persons using horseback riding activities as the focal point of therapy.

The Salvation Army gives emergency assistance to individuals and families, counsel works with children to promote proper social development and works with senior citizens to provide an outlet for service, social and spiritual fulfillment.

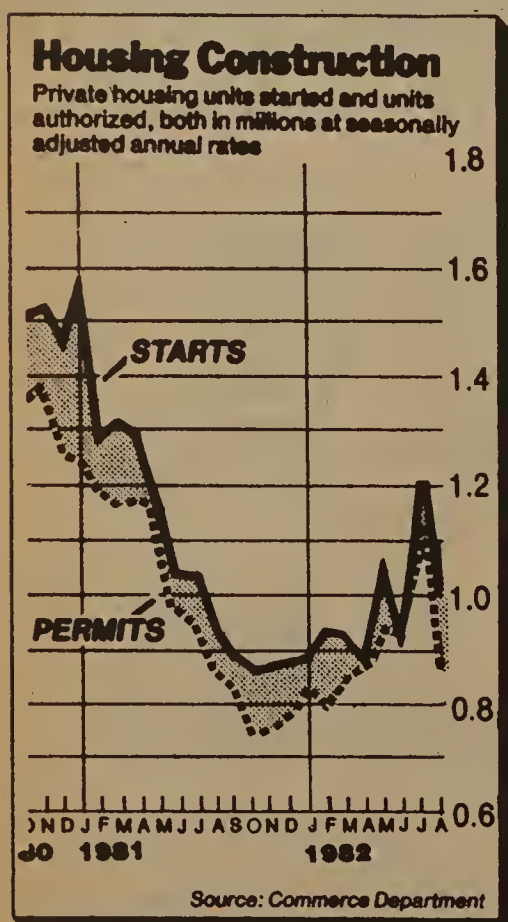
Visiting Nurse Service provides health education and home health services regardless of ability to pay. These include nursing, therapy, social work and home health aides and home makers.

YMCA provides lifesaving and swimming classes, bus program, youth outreach and fitness activities.

YWCA provides services to meet the needs of women and families including a shelter for battered women, 24-hour crisis intervention, child care, vacation day camps, and a variety of athletic and social activities.

SMD snares short-notice order

SMD, Taylor Street, received another short-notice order from Magic Chef last Thursday that provided an additional day of work this week for Section 15.



Housing starts and permits declined in August, but mortgage rates are coming down.

"Our customers are currently maintaining low inventory levels," said Plant Manager Otis Price. "When they receive an order, it is necessary for them to ask their suppliers for motors on short notice."

Like many other GE operations in Fort Wayne, SMD is trying to stay ready to serve such customers to gain business they might not otherwise obtain.

"When business is bad, I feel it is in the best interest of all of us to serve the customer on demand," said Price.

He also believes customers remember the service they receive and such rapid responses may get Section 15 additional orders when business improves.

One of the big keys to an improvement in SMD's business is an increase in housing construction. Last week the Commerce Department reported that housing starts dropped 16.2% in August to an annual rate of just over 1 million units. By comparison, housing starts in 1979 exceeded 1.6 million units.

Mortgage rates were still averaging about 17% in early August and have since dropped to around 15%, but many economists contend rates will have to drop below 14% for any recovery to occur, according to stories in the *Wall Street Journal* and the *New York Times*.

Q&A

Benefits: Pension Plan values protected during short-timing

Q: Since I am getting close to retirement age, I am concerned about the affect of short-timing on my pension. Won't my reduced pay resulting from absence due to lack of work lower my pension?

A: There will be little, if any, negative effects on employee pensions as a result of reduced pay caused by short-timing. Here's why:

Most hourly employees' pensions are calculated using the **guaranteed minimum formula**. This formula provides a specified amount per month for each year of Pension Benefit Service. The specified amount is based on your "high-five pay." High-five pay means the average of your earnings in the five highest-pay, consecutive calendar years in the last 10 calendar years before you retire.

In each year used for these calculations, the pension benefits office also calculates the employee's "insurance earnings" and compares them to the employee's actual earnings. If the annual insurance earnings are higher than actual earnings, the insurance earnings are used to calculate the guaranteed minimum pension.

Annual insurance earnings are based on the **highest weekly rate earned in each calendar quarter**. Here is an example:

Quarter	Actual Earnings	Insurance Earnings
Jan. - March	\$ 5,000	\$ 4,173
April - June	\$ 3,000	\$ 3,652
July - Sept.	\$ 2,900	\$ 3,913
Oct. - Dec.	\$ 3,500	\$ 4,434

Total for year:	\$14,400	\$16,172
-----------------	----------	----------

In this example the insurance earnings were based on the highest weekly rate earned in each quarter: \$320, \$280, \$300 and \$340 respectively. Because the annual insurance earnings are higher, they would be used to calculate the guaranteed minimum pension for this employee. In effect, your pension continues to grow when you are on lack of work.

Chauncey Miller
Manager of benefits

General Electric News

SEPTEMBER 30, 1982

FORT WAYNE, INDIANA

VOLUME 64, NO. 37

Inside:
GE Area Executive
Bill Fenoglio talks about
the future of GE
motor business.

Employees support United Way effort to meet growing needs

The need for United Way services will be greater than ever this year, say members of the Employee Community Services Board Steering Committee.

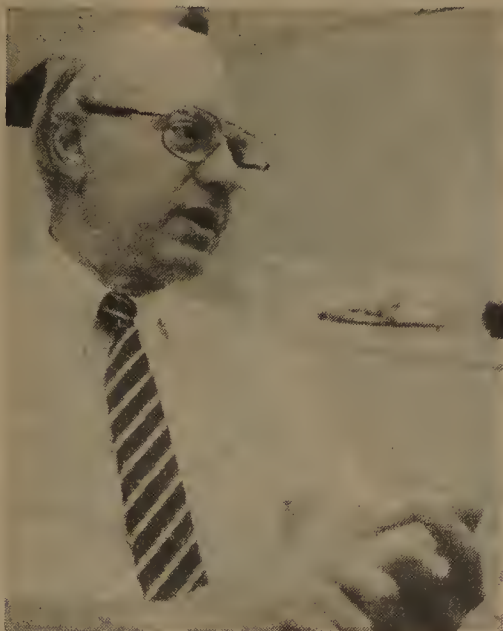
"With unemployment climbing in Allen County, I think we can expect rough times to get even rougher on people, not just financially, but socially and emotionally," says John Holmes, chairman of the ECSF Board. "By supporting the United Way with our pledges, we can make sure these people — our neighbors, perhaps even ourselves — will have something to fall back on when they need it."

Many GE employees toured United Way agencies this week to see first-hand what services they provide and how ECSF pledges are used. Next week volunteers will solicit employees for pledges with a special emphasis on pledging a percentage of their wages rather than a fixed amount.

Services are far reaching

"I wonder how many people realize how far reaching United Way is in our community," says Holmes. "These agencies provide professional counseling for victims of child abuse, spouse abuse and alcoholism as well as help the handicapped and others whose needs are perhaps more visible."

A lot of the work of the United Way agencies goes unseen because of the confidential nature of the pro-



John Holmes, SMD, sees unemployment causing greater need in Allen County.

grams, he learned while serving on a review panel for the United Way.

"The agencies provide these services without regard to race, color, creed or religious preference. There are no limits for people in need."

Phil Coleman, IUE Local 901 representative on the Steering Committee, says he has found his visits to United Way agencies "very enlightening," and urges employees to take advantage of United Way tours.

"I think people who may not be giving to the United Way because they object to one or two of the



Darlene Schibley advocates percentage giving method.

agencies should reconsider," he adds. "By not giving, they are hurting the many other United Way agencies who are providing valuable human services."

Phil notes that many GE employees benefit from United Way services and many more have friends or relatives who benefit. Cutbacks in public funds for human services also increases the need for contributions, he says.

"I think the United Way works for the betterment of the whole community, and I get a good feeling from being able to help."



Phil Coleman finds tours "very enlightening."

"I think this is one time when people recognize we need to support the work of United Way agencies more than ever," says David Wang. He is the management representative on the Steering Committee.

"The reaction of this community to the flood last spring is a good example of how people can band together and do something positive for their neighbors."

He notes that employees often do not make a direct connection between their contributions and the work that United Way agencies do.

See UNITED WAY, Page 4.

S&SP Holding Period Notice can mean dollars for you

How do you want your Savings and Security Program savings of 1979 delivered: alternative 1, 2, or 3?

That's the decision facing S&SP participants who recently received the S&SP Holding Period Distribution Notice on 1979 savings under the program — holdings due for "payout" in January 1983.

But don't shrug your shoulders, ignore the form, and let events take their course.

Three payout alternatives

The alternatives available provide you with the opportunity to choose a method of payment that may, for example, lower your taxable income for next year, give you an opportunity to build up a nest egg for retirement or give you needed income next year. One of the alternatives may give you a combination of all three.

You have to make your choice before Nov. 1.

"The form concerns dollars in securities and cash that you have coming," notes Doyt Schadt, man-

(Note: A new law requires that the company make income tax withholding from "taxable income" in your payout unless you formally elect otherwise. See related story on Page 4.)

ager of personnel accounting and banking.

It covers S&SP savings and investment for the year 1979 — the holding period that ends Dec. 31, 1982.

"So even though the distribution notice looks complicated, it is worth taking an hour or so to study," says Schadt.

Oral presentations are being offered at many of the departments here in Fort Wayne to explain the distribution notice.

Study may show you that the total of your "payouts" under Savings and Security is catching up with your "unrecovered investment."

That usually means that, because of company matching payments and investment earnings, you will have received more in payouts than

you've put into the program — even though you still have securities waiting for future payouts. When payouts catch up with unrecovered investment, that usually means "taxable income."

ROA can defer taxes

Consideration of the alternatives may show you that if you have your total "payout" placed in an S&SP Retirement Option Account (ROA), you will be able to decrease — even eliminate — the taxable income your January payout might bring. Or, it may show that you can place only part of your distribution in a ROA and achieve almost the same thing.

By using your ROA you can build funds for educational expenses, the purchase of a primary residence, or increase your income in retirement when that time comes.

Here is a summary of the other basic information in the notice.

- It tells you the securities in which your own savings and company matching payments are currently being invested. That may re-

mind you that it's time to change your investment allocation to one that's more advantageous.

- It tells you the names in which your securities are registered. If you want to change them, now's the time to do it and avoid headaches later.

- It gives you information on your 1979 holdings that are due for payout early next January — the kind of securities you have, how many of each and their estimated value.

- It gives you the various ways you can have your "payout" distributed.

If you want your 1979 securities distributed and registered just as in the past, you can file your "Distribution Notice" with other S&SP records, and everything will happen just as in the past.

Study form carefully

"Whatever you decide, study your notice carefully," suggests Schadt. The more you are aware of your S&SP investments and how they can be used, the better the program can work for you."

Fort Wayne operations fight recession's 'one-two punch'

Fenoglio praises employee efforts in tough year . . .

(Bill Fenoglio has responsibility for the component motor businesses and is area executive for GE in Fort Wayne.)

GE NEWS: Oct. 1 marks your first year as general manager of the Component Motor Division. Since many of your previous assignments were with GPM and SMD you have a good historical perspective of Fort Wayne GE operations. What changes have you seen in our businesses your first year, and what are the future prospects?

FENOGLIO: The biggest change, of course, is the impact the recession has had on our businesses.

The recession hit us with a one-two punch. First, our customers have dramatically decreased their orders due to lack of sales. On top of that, they are reducing their inventories due to the high cost of money. The impact on us is double what we would normally expect.

As for the future, this recession has to bottom out eventually and start back up, but it certainly has not happened in our business yet. We expect some recovery in 1983.

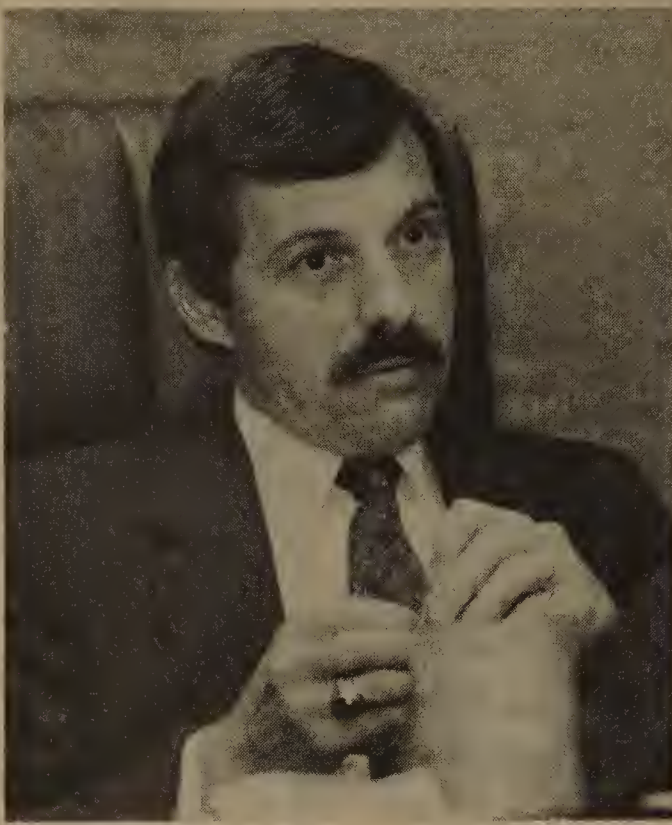
GE NEWS: How big will the turnaround be; is anybody willing to venture a guess?

FENOGLIO: That's an impossible question to answer. The best economists in the country have not had very good batting averages on that in recent years. Right now there are a couple of conflicting factors. On one hand there is certainly money available to the consumers. On the other hand, we're suffering from a lack of confidence by those same consumers who purchase appliances and buy houses. Consumer confidence is the major barrier.

What happens in 1983 will differ by markets. For example, we don't see much change in 1983 in room air conditioning or machine tool markets, which are very depressed now. We do expect a slight upturn next year in central air conditioning and other appliances. Overall, we see a slow growth market next year for motors.

GE NEWS: How are Fort Wayne businesses performing in these bad times?

FENOGLIO: We basically have healthy businesses and will weather the recession. We are taking actions to maintain the viability of our businesses. They're tough actions because they affect people and facilities. But we will survive the recession and eventually our markets will open up, and we will be in a better position to handle an upturn.



'Our people have cooperated in maintaining our ability to serve through short-timing as we try to get short-cycle orders — and it seems like every order any more is a short-cycle order.'

Fort Wayne operations have done a yeoman job in 1982 in managing this rough recession. Our people have cooperated in maintaining our ability to serve through short-timing as we try to get short-cycle orders — and it seems like every order any more is a short-cycle order.

So being ready to serve is critical, and that is why we're taking the short-timing route.

Our people have been productive in 1982, and I think that's a real testimony to them. Our absenteeism rate is down because our longer service, dedicated employees know the importance of being here every day. Both hourly and salaried productivity have been good in 1982. Unfortunately these good results have been masked by the depth of the recession.

'Our fundamental strategy regarding Fort Wayne operations has not changed.'

GE NEWS: You say we're well positioned to take advantage of any recovery. What about our competitors? Are we positioned to go head-to-head with them or are they in better shape than we are?

FENOGLIO: I have no reason to say that our competitors are in any better or worse shape than we are. They have taken the same kind of necessary actions including shutdowns and cutbacks.

The story on market share is a combination of gains and losses. As it relates to Fort Wayne businesses, we have lost share in the hermetic compressor business at Winter Street. In that business our customers have been making their own motors and we have become non-competitive.

In the GPM 40-frame market, we can certainly point to more instances of share gain than share loss. Unfortunately many of the 40-frame industrial and commercial markets, like farm equipment manufacturing, have had a miserable year. So what share gains we've had have not made up for the downturn in the market.

I think our competitors are positioned to turn up, too. They're suffering like we are, but to our knowledge no one has dropped out of the motor business. They're all operating at less than full capacity, and they're all hungry.

We'll start basically even when the recovery begins.

GE NEWS: One of the things that our people hear about these days is that many of our plants have a "capacity" problem. Exactly what does that mean?

FENOGLIO: In our business capacity is determined by how many motors we can produce in 80 hours of production a week. That capacity is expressed in units per week. By comparing what we are actually producing against that capacity, we end up with a percentage.

All of our division facilities, in and outside of Fort Wayne, are underutilized. A lot of costs associated with those facilities, such as taxes, insurance, utilities, depreciation, do not go down when production goes down. They're fixed. We have to pay them anyway.

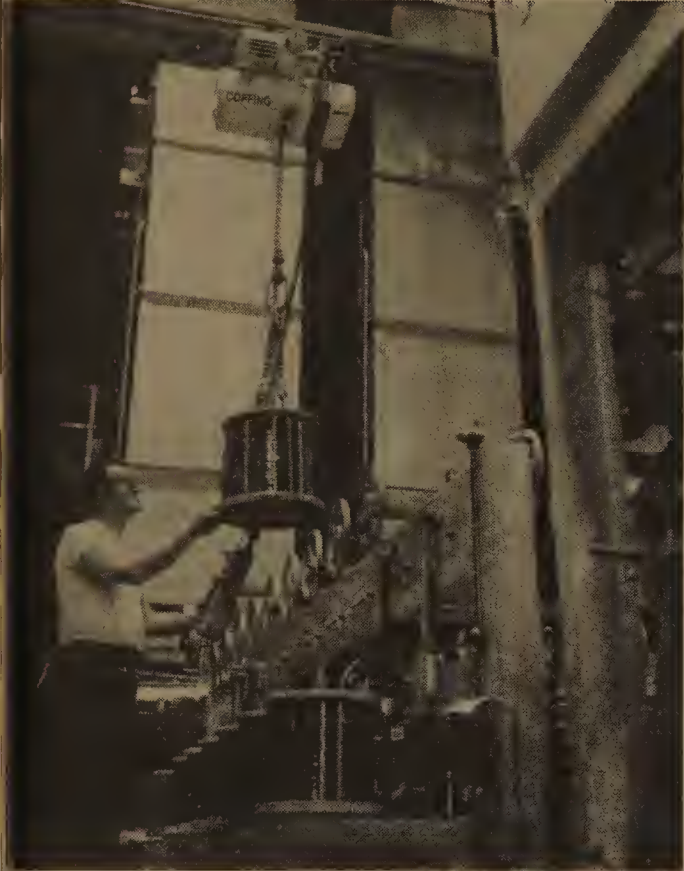


The new finite element analysis system drew the attention of GE engineers during Engineers Week this year. The system aids MTO's Advanced Research and Development Lab in designing new products for the motor businesses.



Fort Wayne GE businesses invested \$1.9 million this year in a new telephone system to help cut the costs of doing business and to improve the productivity of employees who use the telephones. Here George Lambroff (left) and Dick Dental (center) discussed the installation of the system with a telephone company employee.

... explains 'capacity' problems in motor businesses



The Wire Mill's investment of over \$2 million in Paper-Pak wire packaging equipment over the past two years is one of many investments that are continuing to be made to keep Fort Wayne motor businesses competitive, notes Fenoglio. The equipment, operated here by enameler Dave Bastion, complements the new high-technology winding equipment used by the product departments.

So it's obvious that if you're producing at 50 or 60% of capacity, you will have a much more difficult time covering your costs than if you were producing at 80 or 90%.

GE NEWS: With many plants operating below capacity, what measures, if any, are being taken to deal with that problem?

FENOGLIO: We are looking at several things. Early in the year we combined the management staffs of our Taylor Street/Winter Street plants. Last month we announced that our Appliance Motor and Hermetic Motor departments will be merged to reduce management staff. Also, we are looking at combining facilities to reduce fixed costs and maintain the health of our business.

In the long run we think we may have to accelerate this activity because our facilities that are underutilized now will stay underutilized in a slow growth economy.

This may involve eliminating some jobs, but such action may be necessary to protect the vast majority of the jobs for the future.

GE NEWS: At the beginning of this year you said that we are planning to invest in the range of \$30 million in our Fort Wayne operations in the five year period from 1981-1985. How has the downturn affected those investment plans?

FENOGLIO: We've had to cut back on some investments, as any business does in a downturn. Many of the investments were volume related, and so without the volume we didn't need to invest in some of them. Basically we have continued with our planned program spending through 1982. I think that's a testimony to the health of our business and the way our business is viewed by the company in spite of a severe recession.

Our fundamental strategy regarding Fort Wayne operations has not changed. We will continue to invest in products manufactured in Fort Wayne if we can be competitive here. If we cannot be competitive, we will manufacture the products elsewhere or get out of the business.

GE NEWS: What are we doing to develop new markets for our products, and what do you see as the long-range opportunities for motors?

FENOGLIO: That's an area we have been paying special attention to in the last year. If we are going to serve markets that are slow-growth or no-growth, then we have a responsibility to look for new markets and new products.

We have active programs to develop new products to serve the business machine market, which is fast-growth. We are also looking at new ways to build motors to serve existing markets, and we are looking at higher efficiency designs for existing products to increase our market share.

For instance, one new market GPM is concentrating on is the machine tool market, which would include robotics. If any market is in a recession, the machine tool market is right now, but we have time to develop products to fit the needs of this business when it rebounds.

GE NEWS: With job security foremost in the minds of many employees, what must we do to ensure the health of our business and maintain jobs in Fort Wayne?

FENOGLIO: We have to do the fundamentals better than our competitors. We have to have competitive prices, superior service and superior quality. Those are the responsibility of all our employees. Certainly we also must have technological leadership.

We have to be at work on time and dedicate ourselves 100% to the jobs we do. It's fairly simplistic, but there is no other answer.

Because of this recession, some employees may believe our fate is out of their control, but that is not true. Individual effort can and does make a difference.

Another thing that has helped our businesses is the constructive relationship we have developed with unions that represent employees at GE in Fort Wayne. While continuing to fulfill their primary responsibility of representing employees, I think union leaders have brought a new awareness of our business realities to their relationship with the company.

'... our competitors are suffering like we are ... operating at less than full capacity, and they're all hungry.'

Together, we have demonstrated that the best way to settle differences is through negotiations rather than walkouts. We have dramatically reduced the number of man-hours lost due to illegal walkouts in the past several years. That has built our credibility with our customers.

As an example, we are in a major negotiation stage right now with a customer where we are trying to become a 100% supplier rather than a 50% supplier. A major consideration for the customer is GE's reputation as a reliable supplier.

GE NEWS: What will be the impact of foreign competition on the future of our businesses?

FENOGLIO: When I think of foreign competition, I think primarily of the Japanese, although there are some European motor manufacturers that we are concerned about. The Japanese have not made dramatic inroads into the fractional motors, although Hitachi is after us on the DC line, Yaskawa on the small AC line, Aichi in hermetics, and Panasonic in some of our special motors, also produced here in Fort Wayne.

These are specific thrusts. We certainly don't have a situation like the automotive industry faces, but we want to make sure we never let it get to that stage.

'Both hourly and salaried productivity have been good in 1982. Unfortunately, these good results have been masked by the depth of the recession.'

We are aware of the risk of Japanese competitors. We have to make sure we make high quality motors at competitive prices and that we maintain the technological edge over our competitors to keep the Japanese from making any more inroads than they have.

GE NEWS: Although most employees appear pleased with the new job package improvements negotiated by the company and the unions, some have expressed concern about our ability to compete. They say that the compensation increases could price us out of some markets where price competition is the greatest. What is your reaction to this?

FENOGLIO: The company's approach to the recent negotiations was consistent with the principle of negotiating based on our own situation, not some other industry's. We negotiated a contract that is good for our employees overall and good for GE as a corporation.

It is true that when the improvements in the job package are applied here in Fort Wayne, our job of competing with southern, low-cost competitors will be more difficult. To offset the increased cost of providing better pay and benefits, we have to make sure we improve productivity, build better quality products and make higher technology investments that will help us compete.

I think the contract provided job package improvements that can help our employees through the tough times we face. The key to maintaining job security over the long run, however, is staying competitive. That's something we all must work at every day.

GE NEWS: Any summary comments?

FENOGLIO: It's been a rough year, but I'm proud of the results produced by all GE employees in all our facilities. Everybody has dug in and done a superior job in providing what our customers have come to expect — high value products from General Electric Fort Wayne.



'The key to maintaining job security over the long run is staying competitive.'

Withholding to be made on S&SP taxable income unless you act

The new federal tax law requires that the company withhold income tax on the taxable portion of Savings and Security Program "pay-outs" in 1983 and later years unless you elect not to have tax withheld.

If you're an S&SP participant and will receive a holding period distribution next year resulting in taxable income, you can elect not to have the withholding by signing and returning the form included with the Holding Period Distribution Notice distributed recently. The form must be

returned before Nov. 1.

The withholding may help you to keep up-to-date on payment of federal tax on 1983 income and thereby help avoid a higher tax payment (and perhaps a penalty) when you file your tax return on 1983 income.

Whether you choose to have the withholding or elect not to have it, you may defer all or part of taxable income by electing to have all or part of your distribution retained under the Retirement Option feature of S&SP.

Club slates first pensioner events of season

This fall's first GE pensioners' potluck dinner will be held Tuesday, Oct. 12, at 11:30 a.m.

The GE Club also sponsors monthly euchre parties for pensioners. The first will be at 1 p.m. Oct. 5.

—United Way—

Continued from Page 1.

"I think the flood changed that when you saw every day in the news a story about the American Red Cross, Salvation Army and other agencies helping those in need."

"The United Way supports many worthwhile programs," says Darlene Schibley, the Lodge 70 officer who represents the IAM on the Steering Committee.

"I am particularly impressed with such agencies as the Anthony Wayne Rehabilitation Center, The Allen County Society for Crippled Children and Adults, and others that help the truly needy in our community. In fact, I think the United Way would appeal to more people if it focused on fewer agencies that served people with the most needs rather than providing such a broad



Dave Wang says 1982 flood showed the value of the United Way.

range of services.

"I think people ought to be committed one way or the other," she says. "If you are going to give, why not give by the percentage method so your contribution rises if your income rises, or falls if income falls?"

Adlets

FOR SALE

- STORM DOOR & WINDOW;** cablnet & dbl sink plus 138" counter top. 483-1886.
- LIGHT & HORN** for bicycle, \$3/both. 745-2120.
- RIDING MOWER,** John Deere, 28" cut, 3 yrs. old, \$400. 485-8681.
- FIBRE GLASS AWNING** for doorway or patio, large. 489-4881.
- 38" JOG-O-LEAN TRAMPOLINE** w-books, like new, \$95. 672-8348.
- TRASH COMPACTOR;** washer & dryer; Fmkln stv; Swedsh woodbrnr; 2 sec. trpl wall stack, 1731 Lindley.
- VELVET DAVENPORT,** 2 vel. chairs, 3 tbls, 1 bkcase, 2 lamps, very good cond., \$600. 672-2217.
- VIOLIN,** full sz., Roth. 749-2258.
- GE SHORTWAVE RADIO,** 10 bands, incl. CB & Ham, \$80. 447-5401.
- '71 TRIUMPH,** 650 CC, ex. cond., best offer. 432-2646.
- YAMAHA MOTO-X;** racing pants, sz. 34, like new, \$10. 749-0159.
- ROYAL TYPEWRITER,** man., make offer; elec. broom, ex. cond., \$15; grapes. 747-3871.
- SUNLAMP,** like new. 456-5134.
- STEREO,** cassette, stand, ex. cond. 424-2956.
- RAZOR,** Remington, like new, used 3 times. 483-4838.
- '76 NOVA 4D, V8, AC, PS, PB,** auto. 486-2791.
- RUG,** lt. grn, 12'x17', good cond. 432-5091.

In memory

Roy A. Prince, 2708 Lower Huntington Road, died Sept. 11. He worked as a quality auditor at HMO, Building 17-4, before he retired in 1971.

Lloyd Bowen, Bluffton, died Sept. 1. He was an assembler at STD, Building 27, prior to retiring in 1964.

- MOBILE HOME ON LAKE,** \$3,500, lot rent pd until 4/83; Yamaha elec. keyboard, new, make offer. 238-4674.
- RV LOT 947,** Jellystone pad w-full hookup, lease or will finance. 484-2888.
- COCKER SPANIELS:** 1 blond female, 2 yrs; 1 blk female, 4 yrs., \$35/ea. 432-5341.
- THREE-QTR TON TRANSMISSION & rear end** for '70 Ford, no springs, \$50/ea. 432-5341.
- LADIES' SHOES,** 2 pr., sz. 7B, tan, blk, med. heel, ex. cond.; \$7/ea. 485-9244.
- ALUMINUM STORM DOOR,** wht, 36", screen, glass & hdware, \$20. 489-4642.
- HEAVY DUTY STEEL TUBING LADDER,** 12', w-rack, mounts on pick-up truck. 749-0317.
- FURNITURE:** sofa & chair, \$40/both; cocktail tbl, 5'x21", smoked gls top, \$40, aft. 5 p.m. 447-3602.
- .25 HP MOTOR** for furnace, used 2 mos., make offer. 483-7384.
- SNOW BLOWER,** 24", Yardman, 5 HP elec. start w-chains, \$400. 1-356-9196.
- '79 KAWASAKI 340 SNOWMOBILE,** elec. start, \$1,200; '79 Kawasaki 440 snowmobile, \$1,100. 824-4774.
- WATER SOFTENER** w-deep well pump, Flint & Walling, good cond., \$150. 489-9283.
- WALNUT BABY CRIB & MATTRESS,** complete,

Bowling

Senior Citizens		Tues. Afternoon Ladies	
Mae Oial (181)	507	Delores Benzinger	535 (214)
Jeanne Deyo	192	Delores Fox (195)	524
Hilda Marks	192		
Nellie Tappmeyer	185	Fri. Nite Ladies	
Scudder Chaney	206	Eida Saylor	193
Leon E. May	216	Alice Jones	189
Walter Free	201	Gertie Jones	506 (163-177-166)
GE Office		Apparatus	
Dick Alfeld	229	Steve Scherer (215)	609
Ed Fischer	229	Walt Nielsen	212
Steve Scherer	226	Bon Clawson	213
Norm Pape	214-225	Bob Schuelke	211
Paul Long	216		
Bill Grace	216		
Oave Knepple	214		

- \$35. 485-4704.
- 14' SPEEDBOAT,** Incl. 30 HP motor & access., \$750. 424-2973.
- HARLEQUIN BOOKS,** old & new, cheap. 422-7636.
- BOY'S SUIT,** 3 pc., sz. 16S, tan, \$12; sport coat & pants, sz. 12S, \$7, ex. cond. 483-1225.
- GIRLS' JACKETS & coat,** sz. 12, ex. cond. 749-8975.
- '77 CAMARO,** ex. cond., one owner, 39,000 miles, \$3,900 or best offer, aft. 5:30 p.m. 489-6196.
- WATERPROOF FAMILY TENT,** 9'x10', ex. cond., \$45. 432-2896.
- CONSOLE STEREO,** AM-FM radio, record player, ex. cond., \$60. 623-3428.

WANTED

VAN CONVERSION, '78-'80, many extras, rea-

sonably priced. 672-3063.

TO RENT, good dry garage for old car over winter, no in and out; reas. 745-4373.

SERVICE

BASEMENT WALLS & FLOORS, replace, resu face, licensed & ins., eves. 446-5643.

BABYSIT, days, near Lutheran Hosp. 745-276.

GUTTERS, windows, glazed, interior painting. 422-1752.

FOR RENT

CAPE COD HOME, SE, deposit, aft. 1:30 p.m. 456-3226.

FREE

KITTENS, box trained. 426-7973.

*ADLETS

GE NEWS BLDG. 18-3

NO ADS TAKEN BY PHONE

INDICATE TYPE OF AD HERE:

<input type="checkbox"/> For Sale *	<input type="checkbox"/> Ride Wanted
<input type="checkbox"/> Wanted	<input type="checkbox"/> Riders Wanted
<input type="checkbox"/> For Rent *	<input type="checkbox"/> Lost
<input type="checkbox"/> Free	<input type="checkbox"/> Found <input type="checkbox"/> Service

(PLEASE PRINT NEATLY)

Ads must be received only on this form by noon Monday for publication Friday. You may submit only one adlet per issue of the **GE News**. No more than 40 letters per Adlet, please. Print phone number only on line indicated below. Property advertised must be available without regard to race, creed, national origin or sex.

Name _____

Address _____ City _____

Home Phone _____ Bldg. _____

* The item(s) referred to in this ad are in no way connected with any business venture.

Signature _____

Permit No. 40

FORT WAYNE, IN

PAID

U.S. POSTAGE

BULK RATE

(For quickest response, please mail all non-intracompany address changes directly to Mail, Inc. at the address printed above. Be sure to include both your old and new addresses indicating zip codes for each.)

Fort Wayne, IN 46803

1050 S. Anthony Blvd.

Mail, Inc.

Address correction requested

GE ZONAR[®] BURGLAR ALARM

(8250)

- Designed to protect your home and family. Has loud 85-db. alarm. Guards multiple entries. Battery-operated.

Close out Special!

Old price	\$25 ⁰⁰
Reduced	15 ⁰⁰
While they last:	\$10 ⁰⁰

YOUR EMPLOYEE STORE 1030 Swinney 10-5:30 M-F

General Electric News

OCTOBER 7, 1982

FORT WAYNE, INDIANA

VOLUME 64 NO. 38

October is 'open enrollment' month for S&SP Life Insurance

October is "open enrollment month" for the special Life Insurance coverage under the Savings and Security Program.

"It's a one-time-only open enrollment," says Chauncey Miller, manager of benefits here in Fort Wayne.

Ordinarily the life insurance coverage must be chosen within 31 days of first employment with GE or within 31 days of marriage if you are already an S&SP participant.

At other times, the employee must show proof of good health acceptable to the insurance company. However, during October proof of acceptable health is not required for enrollment.

"The recent elimination of the 'program pay rate,' previously required for many employees, makes S&SP participation more appealing," says Miller.

Applies to all employees

He points out that the open enrollment applies to all employees, not just to those who haven't participated in S&SP in the past.

You can sign up for coverage in any of these situations:

- if you haven't participated in S&SP and are just starting,
- if you already participate in S&SP and have let the 31-day enrollment period go by without choosing the insurance coverage,



His three young daughters are the big reasons Terry Howdyshell opted for S&SP Life Insurance.

S&SP provides extra margin of security for young family

Terry Howdyshell, supervisor at HMO, Building 17-1, is taking advantage of the opportunity given all employees this month to enroll in S&SP Life Insurance without having to show proof of good health.

His four main reasons are his wife and three daughters, Cindy, 5, Angie, 8, and Jenny, 11.

"I don't think I could ever get too much protection for a family the size of ours, especially when you consider the cost of weddings and a college education. It's nice to know they will have financial security even if something should happen to me," he says.

"Cost is another factor. You just can't beat the price with policies available outside GE," Terry adds.

"The open enrollment period is an opportune time for me to take advantage of the extra coverage."

ment period go by without choosing the insurance coverage,

- if you tried to obtain the insurance coverage before and were turned down for health reasons.

"This means practically every employee who missed out on the first opportunity to enroll will have another chance," says Miller.

He listed these advantages in obtaining the coverage:

- The cost is 1% of earnings, so for an employee making \$16,000 a year, the cost would be \$160 annually (\$3.07 per week).
- When the insurance option is chosen under S&SP, the company matches employee contributions

with \$1 for every \$2 the employee contributes. This company matching payment goes into an S&SP investment option chosen by the employee.

- The cost of the insurance may be cut further as a result of good experience and a refund of a portion of
- See INSURANCE, Page 4.

Order rates continue to decline

Operations announce layoffs, short-timing

Order rates for Fort Wayne GE motors and specialty transformers continue to decline. As a result, temporary lack-of-work days are scheduled for employees during the rest of the month, and 150 hourly and 18 salaried employees will be placed on lack of work at the end of October.

Employees, who will be laid off, work in the Taylor Street operations of GPM and SMD. Those affected are being notified this week.

GPM

GPM will lay off 70 hourly employees. Taylor-Winter Operation Manager Dick Habegger said, "The severe business slump we have been experiencing the past several months does not show any signs of abating. Incoming orders are continuing to average from 30 to 50% below the current production line rates. As a result, we have to reduce our line rate."

As announced at the end of September, GPM Taylor Street employees will be on temporary lack of work for one day in the weeks of Oct. 11 and 18 and five days in the week of Oct. 25.

Other Fort Wayne GPM operations have scheduled lack-of-work days this month because of weak sales. Winter Street employees will be off one day in the weeks of Oct. 11 and 18. Some Winter Street hermetic employees will be off one day in the week of Oct. 25; the rest of the Winter Street workforce will be off for the full week.

At GPM's Broadway plant, some employees on the AC line will be off Oct. 15 and 22 plus the full week of Oct. 25. DC employees in the Specials product line will be off five days the week of Oct. 25.

SMD

The continuing decline in orders for 39-frame motors will result in the layoff of 79 hourly and 18 salaried employees of SMD's Taylor Street plant at the end of October.

"Customer orders have fallen off to the point that it's no longer practical to continue producing 39-frame motors in Section 15," SMD General Manager Marcel Joseph said. 39-frame orders, which began to decline in September of 1981, dropped to record low levels last month.

"We've been operating our Taylor Street plant at a 5,000 motor per week rate since Aug. 2. We have maintained this minimal production level, which is inefficient, hoping for an upturn in the economy that would increase demand," Joseph said.

The hoped for recovery has not materialized.

"Our order levels continue to be dismal. It's not possible to continue inefficient operations at Taylor Street and keep our department competitive with other motor manufacturers," Joseph stated.

He pointed out that housing completion rates, which are down nearly 40% this year in comparison to 1981, have hurt SMD's 39-frame orders. The 39-frame motors are used in heating, air conditioning and other air-moving applications.

In addition, the very cool summer throughout much of the country had a serious effect on room air conditioner sales. Room air conditioning industry inventories were at 1,290,000 units at the beginning of the summer. Those inventories were



Dick Ahlersmeyer, GPM, watches a client in training at the Anthony Wayne Rehabilitation Center. Hundreds of employees toured United Way agencies in recent weeks. Related stories on

See LAYOFFS, Page 2.

Page 4.

Pension Plan marks 70th year; Pension Trust assures benefits

It was in mid-summer of 1912 — August 1, to be exact — that Charles A. Coffin, then president of General Electric, put into effect GE's first pension plan.

In that early part of the century GE was pioneering in a new field. It was one of the very first companies in industry to establish a pension plan.

"This year marks the 70th anniversary of GE's efforts to provide good pensions to employees," says Tom Burns, manager of GE employee benefits.

"Today many companies have pension plans, although many did not have them until the 1950s. But GE has constantly improved its plan and today it still ranks among the best."

Pension Trust established

While GE pioneered many improvements in pensions, one of the major steps came in 1927 with the establishment of the GE Pension Trust, one of the first in industry.

"The Trust protects GE pensions

so that those who retire under the pension plan can count on their pensions," says Burns. "The Trust's assets can only be used for the payment of pension benefits. Last year it paid out \$300 million in benefits."

The number of those depending on the Trust has increased swiftly in recent years. At the end of 1981, the number of those on the pension rolls was 86,000. In recent weeks the 90,000 milestone was passed.

Yet in 1960 the number was only 20,000, and by 1970 the number on the rolls had climbed to 40,000. The growth illustrates the dramatic increase in the Trust's obligations.

"We can all be proud of the foresight of those who established the Pension Plan in 1912 and of those who established the Pension Trust in 1927," says Burns.

"It is one of the largest Trusts of its kind, but with so many current pensioners and pensioners of the future depending on it, it must grow constantly from company and employee contributions in order to meet its obligations."

35 years on GE pension Pensioner nears 100th birthday

As GE recognizes the 70th anniversary of its pension plan, a Fort Wayne GE pensioner is celebrating a memorable event of his own.

Edward Holmes, who retired (after 45 years of service) as a guard from GE in Fort Wayne in 1947, will celebrate his 100th birthday Oct. 17 at the Byron Health Center.



This photo of Edward Holmes was taken during his 45-year GE career. The former guard will be 100 on Oct. 17.

"He sure is getting his money's worth from his GE pension," says Richard Furthmiller, Edward's son-in-law who also retired from GE as a wire drawer in 1973.

"After 35 years of retirement, the pension checks are still coming," notes Edward's daughter, Evelyn. Edward has been receiving his pension for half as long as the pension plan has been in existence.

"He is counting the days to his birthday because he'll be the first in our family to reach 100," says Evelyn.

She invites friends to attend the birthday party at Byron Health Center from 2 to 4 p.m., Oct. 17.

August prices on S&SP investments

Here is the report on the average prices for GE Stock, Mutual Fund, and Holding Period Interest Fund used under the Savings and Security Program to credit participants' accounts in August.

The Long Term Interest Fund price for the last day of the month is also shown, as well as year-to-date annual income rates for both the HP and LT Funds.

The announced rate for the Holding Period Interest Fund was 10.75 percent for 1980 savings, 13 percent for 1981 savings and 16.25 percent for 1982 savings. HP Fund accounts earned higher than the announced rate through August. Savers will receive the actual rates.

Month	Stock Price	Mutual Fund Price	Holding Period Fund YTD Annual Income Rate			Long Term Fund YTD Annual Reinvestment Income Rate		
			Price	1980	1981	1982	Price	Income Rate
January	\$58.075	\$24.957	\$10.00	11.0	13.2	16.5	\$8.95	14.7%
February	\$61.434	\$24.794	\$10.00	11.0	13.2	16.5	\$9.05	14.8%
March	\$61.011	\$24.397	\$10.00	10.9	13.2	16.5	\$9.04	14.9%
April	\$64.321	\$25.404	\$10.00	10.9	13.2	16.5	\$9.19	15.0%
May	\$63.269	\$25.377	\$10.00	10.9	13.2	16.6	\$9.24	15.0%
June	\$61.688	\$24.212	\$10.00	10.9	13.2	16.6	\$9.00	15.1%
July	\$66.607	\$24.286	\$10.00	10.9	13.2	16.6	\$9.29	15.1%
August	\$67.938	\$24.563	\$10.00	10.9	13.2	16.6	\$9.79	15.0%*

* At Aug. 31, 1982 the net current yield of the long term investment portion of the fund was 12.8%.

Layoffs

Continued from Page 1.

reduced by only 40,000 units to 1,250,000 by the end of September.

"Room air conditioning sales were a disaster. With the existing inventories, demand for the 1983 sales season will be very depressed," Joseph said.

The near-term outlook shows that sales will continue to be weak for the balance of 1982, and no significant improvement is forecast for 1983.

"What we have is a major over-capacity problem for SMD 39-frame motors," said Joseph.

"During the last year, we have cut production in Springfield and Reynosa by 50%, but the total cost of maintaining three facilities is seriously impairing our ability to stay competitive in 39-frame markets.

"After reviewing our total business situation and the very weak market outlook, we reached the decision to lay off the employees at the Taylor Street plant. This is a hard decision to make, but the action is necessary to reduce our manufacturing capacity. This will also enable us to eliminate the management structure costs at Section 15 and will contribute to the department's competitiveness in 39-frame markets."

While final production is scheduled for Oct. 29, Section 15 will

begin progressively shutting down operations a week earlier.

HMO

Hermetic Motor Operation this week announced additional lack-of-work days for the rest of the month. HMO employees will be off one day next week, five days in the week of Oct. 18, and one day in the week of Oct. 25. HMO Plant Manager Larry Rybicki said the lack-of-work days were necessitated by the "decline our customers are experiencing in their businesses."

MTO

Several Motor Technology Operation organizations that support product departments have scheduled time off in response to reduced demand from their GE customers. The Advanced Manufacturing Operation will have a lack-of-work week from Oct. 18 to 22. The Wire Mill will operate only three sets next week; other Wire Mill employees will be off for the week.

STD

Specialty Transformer announced its October lack-of-work schedule last month. Still ahead for the department's employees are single lack-of-work days during the weeks of Oct. 11, 18 and 25. A few employees will be on lack of work for the entire last week of October.

HMO customer announces layoffs


Copeland Corp., a customer of the Hermetic Motor Operation, laid off 130 production workers recently and scheduled a one-week layoff for 300 additional workers at its Sidney,

Ohio, plant.

The Dayton Journal also reported that 40 employees on machining and assembly lines would be laid off for two weeks.

Light up your life with GE savings

GENERAL ELECTRIC
3-WAYS



**LOW FOR TV AND SECURITY
HIGH FOR READING**

**50-100-150
30-70-100**

**Your choice
\$.99**

Soft, Pleasing Light
GE Soft-White
Bulbs



**4 bulb package
Only
\$1.59**

60, 75 or 100 watt

AT YOUR EMPLOYEE STORE
1030 Swinney 10-5:30 M-F

\$326 suggestion

Remember When Club to meet Oct. 18

who worked at GE before Dec. 31, 1950, whether a pensioner, past or present employee.

Reservations may be made no later than Oct. 12 by calling Dorothy Crist at 424-0183 or Elaine Sutter at 745-0261.

also scored a 57, but came in second via the back-up scoring system.

Third was the team of Pete Gorrrell, Lloyd Grider, Harold Lehman and Vasey Tom with a 59.

There were six eagles scored in the tournament, a record for this event.

The top six teams may pick up their prizes from League Chairman Jack Starwalt, Bldg. 4-6, Ext. 2327, after Oct. 7.

Volleyball matches are on Wednesday evenings, and new players are welcome. Employees who would like to join a team should contact Dennis on Ext. 2010.

sioners. They start at 1 p.m. and are scheduled for Oct. 26, Dec. 7, Jan. 4, Feb. 7, March 7, April 5 and 26.

Club bingos set

Employees as well as pensioners are encouraged to attend the GE Club's monthly bingo parties.

They are scheduled for 7:30 p.m. Oct. 9, Nov. 13, Jan. 8, Feb. 12 and March 12.

FOR SALE

745-2120.

RUG, 12"x17", lt. green, good cond. 432-5091.

GUITARS, 3 acoustic, reasonable, \$50 to \$140. 747-0849.

WATER SOFTENER, Sears, \$75. 432-1460.

'75 FORD TORINO; '73 Cadillac, 4 drs., both good cond. & air. 484-2888.

'79 OLDS HOLIDAY 88, 32,000 miles, ex. cond., aft. 5 p.m., \$5,900. 483-6217.

SLATE POOL TABLE, 4'x8", gold top, like new, orig. \$1,200, sell, \$675. 244-5889.

'76 PLYMOUTH FURY WAGON, air, cruise, clean. 485-4929.

COMBINATION WOOD STORM & SCREEN DOOR w-hardware, ex. cond., reasonable. 485-6193.

12" SPEAKERS, \$20; Yamaha 650, ex., \$1,100; beds, \$40; B/W TV, \$20; ktch tbl, \$10. 478-1022.

WASHER, Magtag; elec. dryer, \$200/both. 672-2304.

JOHN DEERE, 10 HP, 46" cut, tiller, snow blade. 637-3757.

'74 VEGA, part out, gas space htr & brnr; chil- dren's clothes; 6 volt batt, Sat. a.m. 447-7968.

SATIN WEDDING GOWN & VEIL, wht, beautiful, sz 5, aft. 5 p.m. 747-4383.

GARDEN COMPOST, 7 cu. yds, \$15 plus 50¢/ mile. 665-5603.

Bowling

BOWLING BALL & BAG, \$10; child's GE record player, \$15; manual typewriter, prtbl. 747-3871.

KEYSTONE KLASIK WHEELS & tires, 14", like new. 447-1474.

RECLINER CHAIR, grm, ex. cond., \$50. 484-5743.

TWIN BED, complete, Sears-o-pedic, like new. 639-6618.

JOHN DEERE ROTOTILLER, 3.5 HP, \$100; elec. dryer, Maytag; \$20. 622-7257.

'82 FORD FAIRMONT, 4 dr., 4 cyl., vinyl top, AM-FM stereo, nice color, mst sell, \$6,000. 637-6030.

GARAGE SALE, Beaver & Bdwy, Oct. 9 & 10, 8-4 p.m., furn., clothes, luggage, appl.

APT. SIZE WASHING MACHINE, gold, Wards, ex. cond., \$100. 483-8276.

'72 VW, \$1,295, aft. 4 p.m. 745-9862.

BAR & STOOLS, beautiful; fireplace log htr; Colonial divider. 432-1066.

SCHWINN BICYCLE w-carrier baskets, 26", med. weight, \$45. 747-5461.

GAS PUMP, pedestal style, 110 V, new — still in box, \$250. 456-2451.

WANTED

SCHWINN BIKES, 2: girl's 24" 3 or 5 spd; boy's 20" dirt bike, eves. 749-4823.

#ADLETS

GE NEWS BLDG. 18-3
NO ADS TAKEN BY PHONE

INDICATE TYPE OF AD HERE:

- ☐ For Sale * ☐ Ride Wanted
☐ Wanted ☐ Riders Wanted
☐ For Rent * ☐ Lost
☐ Free ☐ Found ☐ Service

(PLEASE PRINT NEATLY)

Ads must be received only on this form by noon Monday for publication Friday. You may submit only one adlet per issue of the **GE News**. **No more than 40 letters per Adlet, please.** Print phone number only on line indicated below. Property advertised must be available without regard to race, creed, national origin or sex.

Name _____

Address _____ City _____

Home Phone _____ Bldg. _____

Signature

GE employees help fill void in children's lives

GE employees support Big Brothers/Big Sisters through their United Way donations, but for many employees money is not enough.

"I wanted to do something for someone that was more precious than money," says Don Snyder, manager of transportation accounting, MTO.

"I have an interest in kids," says Janice Spittler, freight billing payment clerk in the Transportation Operation.

Don has been a "big brother" to Mark Poffenberger, 16, since Mark was 8, while Janice is just starting her second year as "big sister" to Shelly Barlow, 10. Many other GE employees have been "matched" with children in Allen County, most of whom come from single parent homes. At least three GE employees have children in the program, says Frank Zirille, director of the agency.

Adult volunteers needed

Currently there are 290 active adult volunteers, but there is still a waiting list of 175 children, most of whom do not have a father in the home.

The purpose of the program, says Zirille, is to further the growth and development of youths through friendship with adults they can admire.

"A lot of times a single parent works outside the home and does not have the time to provide their children all the attention they need. The absence of a parent can make growing up a lot more difficult. In some cases it increases the vulnerability to influences for delinquent behavior."

Not all of the benefits go to the child or the parent.

Don notes that he, too, has derived rewards from his relationship with Mark. "I'll never forget the day Mark's mother told me he had said, 'Don's the best friend I have.' That meant a lot to me."

It takes a long time to develop a strong relationship like Don and Mark enjoy. Don has been there when Mark faced various crises in his life and that has helped their relationship mature.

"The Big Brother relationship officially ends



Don Snyder of MTO and his "little brother," Mark, throw Frisbees at the Big Brothers/Big Sisters picnic last weekend at Franke Park.

when Mark turns 18, but I expect our friendship to last forever," says Don.

"The kids in this program aren't just the down-and-outers. Some just need a friend to lend them emotional support and guidance."

Janice says of her little sister, "I think we're really well-matched."

That's no accident either because to become a volunteer, a person must submit to a series of interviews, provide several character references and go through a training session before they are matched.

"You are allowed to choose from three or four kids, but it still doesn't always work out," notes Don. His first match didn't but he was willing to try again.

The volunteer makes a commitment to see their



Janice Spittler of GE's Transportation Operation enjoys a quiet moment with her "little sister." Big Brothers/Big Sisters is one of 24 United Way agencies.

little brother or sister at least two hours a week for a year. After that, the meetings are more casual.

It's up to the individuals to plan their own activities such as visits to each others' homes, recreational activities, help with homework.

"The agency emphasizes that volunteers are not to try and buy the child's friendship," notes Don. Ping pong, pool and other activities are available at the agency's Drop-in Center.

If a crisis arises or special counseling is needed, the agency has trained social workers who provide professional guidance.

"It is a challenging program," says Janice, "I'd recommend it to anyone."

For more information, contact Big Brothers/Big Sisters at 422-7511.



Elex trip

Gienice Bieme gives a "thumbs up" sign as she and Mary Stewart board the bus for the GE Women's Convention in Lake Geneva, Wis. A total of 251 Elex members attended with seven management representatives last weekend.

Credit Union to open branch

The GE Employees' Federal Credit Union will open its new branch office at 801 E. Tillman Road on Thursday, Oct. 14.

The branch will have safety deposit boxes and offer all services available at the Swinney location. All loan business, however, must be conducted at one location or the other, not both.

The branch will be open from 9 a.m. to 5 p.m. Monday through Friday.



Thanks to GE employees, it works

Glori Millis shows Joe Stinson some of her work at the Anthony Wayne Rehabilitation Center during a Taylor Street employees United Way tour last week. At right, GE employees watch children involved in a learning disability



ties class. Although solicitation will end this week at GE, employees may contribute anytime to the United Way through ECSF payroll deductions.

S&SP Life Insurance

Continued from Page 1.

employee contributions after the end of the insurance year.

- You need not participate in the savings portion of the S&S Program to obtain insurance coverage.

- The amount of benefits payable to the beneficiary depends on two factors: (1) the age the employee would have been on Dec. 31 of the year in which the employee dies and (2) on the employee's annual pay. Benefits decline with increases in age, but increase as pay increases.

This fits the objective of relating

benefits to family needs and providing more protection for years in which family expenses are apt to be the highest.

For instance, families with young children may have greater insurance needs than families whose children are old enough to provide a living for themselves.

Although all employees are insured for two times their annual pay under the GE Insurance Plan, some may want more coverage under S&SP.

"It's excellent coverage at an

attractive low cost for those who need additional life insurance," says Miller.

Employees who are interested should study the benefits in their Employee Benefits Plan Document, the Summary Plan Description and the S&SP Prospectus booklets.

Enrollment forms can be obtained from your payroll or employee relations office, or from the central payroll office, Building 18-1.

A special brochure highlighting the S&SP insurance coverage will be distributed soon.

General Electric News

OCTOBER 14, 1982

FORT WAYNE, INDIANA

VOLUME 64, NO. 39

GPM fends off Hitachi for E-Z-Go orders

GPM, Broadway, has fended off a competitive threat from Japan's Hitachi to remain the 100% supplier in 1983 of DC motors to E-Z-Go, a golf car manufacturer in Augusta, Ga.

In addition, a new order from Thermo King for DC motors is GPM's first big order in the U.S. bus market, says Len Knecht, GPM senior market specialist, pump and industrial sales.

Both orders were obtained by the Components Sales Department, whose headquarters are here in Fort Wayne.

GPM and Hitachi have been rivals in the golf car market for years. Each has a sizeable share of the DC motor business at Club Car, which is also located in Augusta, Ga., home of the Masters Golf Tournament and the golf car capital of the world.

Hitachi price competitive

"Hitachi makes a good motor and keeps trying to crack the market at E-Z-Go by dropping its price," says Len. "We have been able to maintain our 100% share of the business because the quality that comes out of GPM, Broadway, is superb and our on-time delivery record is excellent."

E-Z-Go carries no buffer stock of DC motors because the cost of carrying inventory is so high, Len notes. "They take our motors off the



Ada Richmond, Building 4-3, says, "E-Z-Go is one of our main customers and has been with us for quite a while. They provide us with pretty steady work the whole year round." One of the things that has enabled GPM to retain E-Z-Go as a customer is its emphasis on improving productivity. The stud welder Ada is operating allows her to "do in about two hours the amount of work it used to take me eight hours to do," she notes.

truck and put them into production almost immediately.

"Any interruption in the flow of

motors to their plant would cause E-Z-Go to shut down assembly lines — and that would kill our reputation

as a reliable supplier," says Knecht. "The people who produce our DC motors in Buildings 4 and 6 deserve the credit for maintaining our quality and good service image."

GPM lowers production costs

He says GPM also has improved its product and lowered its costs of production to keep abreast of Hitachi.

"Our engineers have improved our utilization of materials and designed more efficient motors over the years," Len notes, "and investments in production equipment have improved both productivity and quality."

Since the golf car manufacturers begin their 1983 model year in October, this portion of our DC motor business will pick up between now and March, when golf courses like to receive their new fleets of cars.

"This part of our business has been resistant to recessions, so it's good business to keep," says Len. "But Hitachi is always there waiting for us to make a mistake. They won't make life easy for us."

Len notes that in addition to maintaining its tried-and-true customers like E-Z-Go, GPM is trying to break into new markets for DC motors. The order GPM won at Thermo King two weeks ago offers that kind of potential.

See E-Z-Go, Page 2.

Fast service by GPM wins big order

Winter Street gains week's worth of business

GPM's rapid turnaround on three sample motors helped the Taylor-Winter Operation win a week's worth of orders for the Winter Street plant this month, says Ted Engelbrecht, GPM senior market specialist, Pump and Industrial Sales.

"A lot of people in engineering marketing and manufacturing stepped in to help with this customer request. Our responsiveness was what landed the order," Engelbrecht says.

The customer, Ingersoll Rand, is building a new plant in Davidson, N.C., to manufacture small air compressors and needs the motors for the start-up of operations there.

"I understand Ingersoll Rand had some quality problems with its traditional supplier, Baldor," says Engelbrecht. "Mike Novosad from marketing and Sol London from engineering visited Ingersoll Rand, and a week later we delivered these samples."

See WINTER STREET, Page 2.



Assemblers on the General Purpose line at Winter Street played a part in winning a large order for single phase motors from Ingersoll Rand that will provide about a week's worth of work this month. Front to back are Herb Jehl, Harry Byall and Paul Doege.



Carl Harmon (left), group leader in the General Purpose test area, and Roger Schlegel, lead operator in the assembly area, also had roles in turning out sample motors in near-record time last month. By doing so, GPM won some business away from Baldor.

Ted Bahr taps many sources

Wanted: help in making S&SP investment choices

"Which S&SP investment option will give me the biggest return for my money?" is a question that often puzzles Savings and Security Program participants.

When it comes to making decisions about Savings and Security Program investments, GE employees have a number of aids at their disposal.

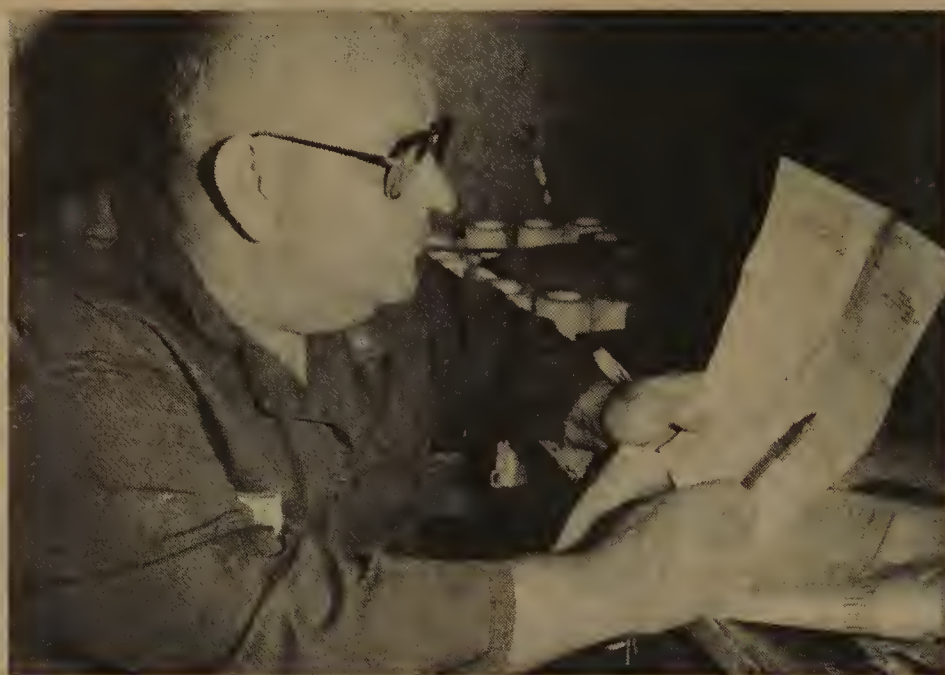
The **Distribution Notice** recently mailed to participants due for a payout in 1983 provides valuable information on the tax consequences of their payout alternatives.

GE benefits booklets and the **S&SP Prospectus** provide other information about taxes and investment choices.

Prices of **GE Stock**, the **S&S Mutual Fund** and **S&S Long Term Fund** are listed daily in **The Journal Gazette**, and **Wall Street Journal** and other publications. Once each month the **GE News** publishes the prices of all S&SP investments except U.S. Savings Bonds, which are sold at \$50 and mature at \$100.

But in addition to these sources, **Ted Bahr**, a mason for **Area Services**, Taylor Street, has a whole "portfolio" of "experts" he relies upon for advice.

"I've got to have someone tell me what's going on to make intelligent investment decisions," says Ted.



Ted Bahr, mason at Area Services, Taylor Street, uses his S&SP Distribution Notice, *The Wall Street Journal* and other sources of information to make investment decisions involving his S&SP savings.

"I watch television shows like 'Wall Street Week' and 'Nightly Business Report' to keep up on the stock market. The best thing about those programs is they're free."

Some more sophisticated sources

Other sources of information he uses to compare investment alternatives include the **Value Line Survey** at the library and investment newsletters to which he subscribes.

Although **GE Stock** is the only

option he can investigate directly, information about the stock market gives him clues to how the **S&S Mutual Fund** might perform and bond market information gives him a perspective on the **Long Term Fund**, he notes.

Recently, Ted has chosen to save his money in **GE Stock** and the **Holding Period Interest Fund**. "One investment newsletter I read says **GE Stock** is a good buy even at today's high price, but I'm not sure."

In past years Ted has cashed in his U.S. Savings Bonds and reinvested the money in stocks.

"Now I'm putting all my S&SP payout into the **Retirement Option Account**," he says. "I'm keeping it all in the **ROA** until I retire. That way I don't have to pay taxes on the money I earn on my investments until after I retire. Because a large part of my retirement income will be **Social Security**, which isn't taxed, my tax rate should be lower then. I think most people will have a bigger taxable income while they're working than they will when they retire."

"I've been in S&SP since I could first get into it," says Ted. "I think it's the finest benefit we've got. It has really paid off for me over the years."

More flexibility in 1983

Ted is looking forward to S&SP improvements that will go into effect Jan. 1. Beginning in 1983, participants will be able to change the way future savings are invested once each month instead of quarterly. Also, those with savings in the **S&SP Retirement Option account** will be able to switch investments quarterly instead of once a year.

Ted is planning to take advantage of this increased flexibility to "play the market."

Sign-up for unemployment benefits scheduled Oct. 28-29 at GE Club

Employees eligible for state unemployment compensation because of shutdowns in their departments Oct. 25-29 may take advantage of special sign-up arrangements in the **GE Club** Oct. 28 and 29, says **Lois Neloms**, manager of employment.

What to bring

Indiana Employment Security Division representatives ask employees filing claims to bring the following information:

- Birth dates of any children under age 18. If your spouse is not now working and has not worked in the past year, bring your spouse's Social Security number.

- Your Social Security card. If your card is lost, bring a W-2 form or check stub to verify your number and file for a duplicate card at the Social Security office.

- Your old claim card if you have filed a previous claim in the past 12 to 18 months — even if you did not receive any benefits. Duplicate claims cause delays in receiving your benefits. Report any lost claim cards.

When to report

Persons who normally report to the Fort Wayne downtown or south office, **Bluffton**, **Decatur** or **Huntington** offices may report to the **GE**

Club, 1021 **Swinney**. If the first digit of the last four digits of your Social Security number is 0, 1, 2, 3 or 4, report on Thursday, Oct. 28. If the digit is 5, 6, 7, 8 or 9, report on Friday, Oct. 29.

The time of day to report depends on the second digit of the last four in your Social Security number: 0 - 8:30 a.m., 1 - 9:00, 2 - 9:30, 3 - 10:00, 4 - 10:30, 5 - 1:00 p.m., 6 - 1:30, 7 - 2:00, 8 - 2:30, 9 - 3:00.

Employees in the **Auburn**, **Angola** and **Kendallville** area who normally report to the Auburn office should report there, 105 S. Union St., between 8 a.m. and 4 p.m., Monday-Friday.

Those who normally report to the **Warsaw** office should report to that office in the **Kosciusko County Courthouse** 9 a.m. to 1 p.m., Monday, Oct. 25, or Wednesday, Oct. 27.

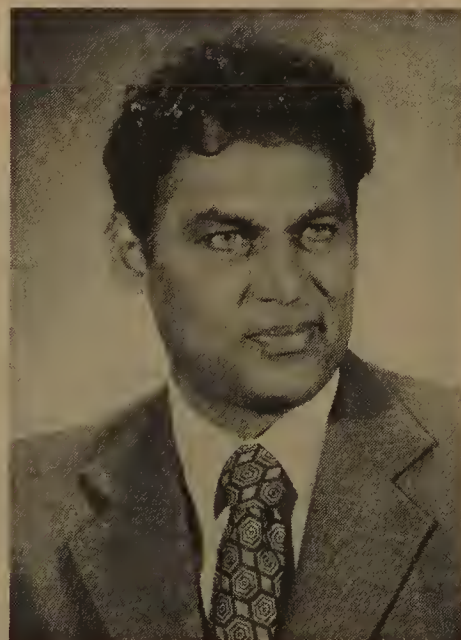
Other points to keep in mind:

- Be sure to photocopy your unemployment check. You will need it to obtain **Income Extension Aid**.

- Report any and all income from work you do while receiving unemployment benefits, including odd-jobs and part-time work.

- Report any vacation pay, sick pay, leave pay, pension benefits or any other kind of pay received from the company.

Rybicki appointed plant manager of AMD plant in DeKalb, Ill.



Larry Rybicki will assume his new assignment Nov. 1.

Larry Rybicki has been appointed plant manager of **GE's Appliance Motor plant** in **DeKalb, Ill.**, effective Nov. 1.

Rybicki has been plant manager of the **Fort Wayne Hermetic Motor Operation** since September 1979. Prior to that he was operations manager of **Specialty Transformer Department** here in Fort Wayne.

His previous experience includes assignments in **Philadelphia**, **Puerto Rico** and **Burlington, Iowa**, in producibility engineering, manufacturing engineering and quality control.

The **Hermetic Motor Department** and **Appliance Motor Department** will be combined into a new **Appliance & Hermetic Motor Department** Jan. 1, 1983.

General Electric News

Published weekly by the General Electric Company, an equal opportunity employer, in the interest of all GE employees and their families here. May not be reproduced in whole or part without express permission of General Electric Company.

1635 BROADWAY
PO BOX 2204
FORT WAYNE IN 46801
Phone 428-3249
(Dial Comm.: 8*380-3249)

GENERAL  ELECTRIC



Golf playoff champs

Team 2 of the Tuesday-Brookwood Golf League won the 1982 Club Championship Playoff at Riverbend Golf Club on Saturday, Sept. 25. Team members, from left, front row, are Earl Stauffer, Captain Bill Abel and Scott Gray. Back row: Al Kruezman, Jack Starwalt and John Elliott.

E-Z-Go

Continued from Page 1.

Thermo King manufactures refrigeration and air conditioning equipment for trucks and buses.

"We have sold DC motors to Thermo King in the past for shipment to Mercedes-Benz and other foreign truck and bus manufacturers," says Len. "But this is our

first big order destined for buses in the U.S.

"We beat out Ohio Electric for this order as a result of our design superiority, our good quality and service reputation at Thermo King.

"We believe this will help us gain a good reputation among domestic bus manufacturers and perhaps produce some additional business."

Adlets

FOR SALE

- '77 OLDS CUTLASS WAGON, ex. cond., power, air, new radials, \$3,500. 672-3659.
- SCHEFFLER PLANT, 6' high x 4' wide, for large area. 432-2896.
- '76 SUPER SPORT HONDA 400, 4 cyl., ex. cond., \$800. 485-4546.
- BOY'S BIKES, 2, 26", like new, \$20 each. 747-3664.
- ELECTRIC WALL LIGHT, 5-candle, beautiful, \$25; coat, sz. 14, wht, like new, \$25. 485-0102.
- HUMIDIFIER, McGraw-Edison, auto, like new, \$70. 456-1643.
- '81 OMNI 024 MISER, 4 spd., 7,000 miles, one owner, mint cond. 486-1997.
- '74 MUSTANG, 4 cyl., 4 spd., stick, runs good, 2 dr., \$800. 639-3465.
- GIRL'S THREE SPEED BIKE, 26", \$25. 484-5177.
- HOUSE, or rent; bicycle exerciser. 426-7973.
- SNAPPER RIDING MOWER; waterbed; antique bedroom set, call 10-1 p.m. 432-0909.
- '78 CONVERSION VAN, Dodge, many extras. 482-1295.
- BOX SPRING & mattress, full sz., good, \$35. 749-9372.

- 36" ALUMINUM STORM DOOR & storm windows. 489-4881.
- REFRIGERATOR, Crosley, \$35. 485-9377.
- SNOW TIRES, H78-15, 6 ply, used one season. 637-5364.
- RUG, lt. green, 12'x17', good cond. 432-5091.
- CONCORD MOBILE HOME, 12'x60' w-12'x36' extension, 3 bdrms, 1 1/2 baths. 489-5766.
- 26" LADY SCHWINNS, Hollywood/Varsity, 10 spd., \$125 each. 356-9196.
- '77 KAWASAKI, 10,000 miles, blue, \$600 - below book. 486-3082.
- FUEL OIL STOVE & 275 gal. tank, both for \$50. 432-3721.
- '79 OLDS HOLIDAY 88, 32,500 miles, ex. cond., \$5,900, aft. 5 p.m. 483-6217.
- '76 TOYOTA WAGON DELUXE, good gas mileage, stereo, clean. 426-6047.
- DISHWASHER, GE portable, top loading, good cond. \$35. 747-2053.
- HOME TAPPER UNIT, for keg beer, like new. \$70. 485-6506.
- COMB. SCREEN/STORM WINDOWS, alum., seven 36-3/4" x 34-1/4", good. \$5 ea. 485-9244.
- WOOD STORM DOORS (2), 32" x 81", 35-3/4" x 80-3/4", all hware incl. \$10 ea.; down spouting. 447-1126.
- 6 ROOM HOUSE; 2, bath up; 4, bath down; gas heat; 817 W. Dewald. 483-2084.
- BATHROOM FIXTURES, new. 456-4742.
- SWEEPER, GE upright, good cond. 483-0069.

Bowling

GE Office		Tues. Afternoon Ladies	
Leon May	222	Jeanette Cook	501
Maurice Haines	214	Delores Fox	193
Steve Scherer	213-212		
Small Motor		Seniors League	
Gil Baker (235)	828	Virginie Free (208)	533
Max Christensen	227	Gertrude Snyder	191
John Segyde	223	Betty Carlo	184
John Kaneble	216	Hilde Marks	184
Willard Fritz	215	Bernice Topp	181
Jim O'Bryan	214	Dottie Youngmans	187
Buck Somers	213	Apparatus League	
Dave Knepple	211	Charlie Pickell	219
Murray Mendenhall	211	(103 pins over average)	
		Mike Slater	234
		Stan Stanley	217

In memory

Alexander A. Fox, 5918 Adams Center Road, died Oct. 6. He worked in Building 19-4, ACSO, prior to retiring in 1976.

Carl H. Rinne, San Antonio, Texas, died Oct. 1. He was general manager of STD before he retired in 1971.

Charles A. Timmerman, Auburn, died Oct. 1. He worked in connect and assembly, Building 22, STD, prior to retiring in 1969.

Winter Street

Continued from Page 1.

Engelbrecht notes that one of GPM's great strengths is its engineering expertise in helping customers solve application problems.

"I'm sure this expertise will be very helpful to the customer in the start-up phase of its new venture."

GPM received the order for the three sample motors on a Friday. By the following Wednesday Winter Street employees built the samples; special thermocouples were added in the engineering lab, and the motors were rushed to the customer on Friday.

"This was excellent service on the part of manufacturing, engineering and everyone else involved," said Engelbrecht.

Harry Byall, an assembler, recalls the sample order:

"We knew it was a sample and were all enthused about it. What we want is to bring business back to GE, and any little thing we can do, we'll do."

Engelbrecht notes that Ingersoll Rand's order for single phase motors is a large one for Winter Street's General Purpose section.

"We got the samples to them because of the extra efforts of a lot of GPM people. Now that we've got the order, manufacturing faces a very short lead time to deliver the first shipment. That's the challenge now," he says.

"Ingersoll Rand is a very value-oriented company. If we can continue to give them good service and quality at a price that is competitive, there is the potential for more business if their new venture succeeds."

GE auction slated for Saturday, Oct. 30

Area Services announces an auction of surplus GE property on Saturday, Oct. 30, at the salvage yard at the Taylor Street plant.

Parking lot gates will open at 9 a.m., and the auction will begin at 10. Items at auction

will include steel shelving, machinery and office equipment.

If you are interested in bidding, you need to pick up a number from the auctioneer before making a bid. Sales will be for cash only. The auction is open to the public.

Basketball league meeting set for Oct. 19

Carl Clancy, newly chosen manager of the GE Club Basketball League, will conduct an organizational meeting for anyone interested in entering a team this season.

The meeting will be held Tuesday, Oct. 19, at 6 p.m. in the GE Club bowling alley trophy room.

For more information, call Carl on Ext. 3485.

FOUND

QUARTER CENTURY PIN at Quarter Century Picnic. 483-3858.

SERVICE

SEAMLESS GUTTERS & alum. siding, free estimates. 627-2429.

CONTINUOUS GUTTER and alum. siding, free est. 627-2429.

SWEETCAKES THE CLOWN, all occasions, magic show, face painting, more. 445-8453.

BABYSITTING, in my home near Washington School. 424-1105.

FREE

KITTENS, all black. 422-4995.

CAT, neutered, declawed. 489-6914.

*ADLETS

GE NEWS BLDG. 18-3

NO ADS TAKEN BY PHONE

INDICATE TYPE OF AD HERE:

- | | |
|-------------------------------------|---|
| <input type="checkbox"/> For Sale * | <input type="checkbox"/> Ride Wanted |
| <input type="checkbox"/> Wanted | <input type="checkbox"/> Riders Wanted |
| <input type="checkbox"/> For Rent * | <input type="checkbox"/> Lost |
| <input type="checkbox"/> Free | <input type="checkbox"/> Found <input type="checkbox"/> Service |

(PLEASE PRINT NEATLY)

Ads must be received only on this form by noon Monday for publication Friday. You may submit only one adlet per issue of the GE News. No more than 40 letters per Adlet, please. Print phone number only on line indicated below. Property advertised must be available without regard to race, creed, national origin or sex

Name _____

Address _____ City _____

Home Phone _____ Bldg _____

* The item(s) referred to in this ad are in no way connected with any business venture

Signature _____

Credit Union opens branch office today

The General Electric Employees Federal Credit Union today opened its branch office at 801 E. Tillman Road on the southwest side of Fort Wayne. The new office offers safe deposit boxes for rent, two drive-up service windows, full teller service, VISA credit card accounts and loan service. "Members can do all their business at either location," says Harold Short, manager. "However, we ask that they do all their loan business at one location or the other, but not both Swinney and Tillman locations." The new branch is open 9 a.m. to 5 p.m. Monday through Friday.



The Credit Union's new branch is located at Tillman and John streets.

40 years of service



Hilliard Butcher
GPM, Taylor St.



Betty Baker
GPM, Broadway



Art Voelker
GPM, Taylor St.



Calvin Harvey
STD, Bldg. 26-1

GE invites handicapped persons to seek affirmative action

As a government contractor, General Electric is required to take affirmative action to employ and advance qualified handicapped individuals.

Persons who think they might qualify and want to be considered for affirmative action are invited to identify themselves using a special form. Such forms are available at the Central Employment office on West Broadway and in plant employee relations offices. Copies also are posted on bulletin boards throughout Fort Wayne GE.

Regulations define a "handicapped individual" as a person who fits one or more of the following descriptions: (1) a person who has a physical or mental impairment which substantially limits one or more major life activities, such as employment; (2) a person who has a record of such impairment, or (3) one who is regarded as having such an impairment.

The form allows individuals to

describe any knowledge or skills they have which might qualify them for jobs they might not otherwise be able to obtain due to their handicap. It also allows them to suggest accommodations which could be made to enable them to perform such jobs properly and safely.

"Submission of this information is voluntary and may be made at any time," says Cal Keys, manager of affirmative action programs. Also, refusal to provide such information will not subject an employee to discharge or disciplinary action.

Information obtained will be kept confidential except that: (1) supervisors or managers may be informed about work restrictions or accommodations; (2) first aid and safety personnel may be informed when and to the extent appropriate if the condition might require emergency treatment; (3) government officials investigating compliance with the Rehabilitation Act of 1973 will be informed.

Germany's 2nd largest electronics firm reports debts of more than \$3.5 billion

AEG-Telefunken, the largest electrical firm in West Germany after Siemens, has declared that it cannot pay its bills. The firm has debts of more than \$3.5 billion.

GE motor competitor

AEG-Telefunken has competed against GE in several markets, including electric motors.

In describing the problems of the Germany firm, *Time* magazine noted:

"After prospering in the high-growth years of the 1950s and 1960s, the giant company in recent years failed to keep pace with developments in new products and manufacturing and steadily fell behind other electronics manufacturers, especially in the U.S. and Japan.

"Although it was a pioneer in de-

veloping a commercially successful tape recorder in the 1930s, AEG-Telefunken eventually lost its lead in consumer products such as color television sets and electric typewriters. It also moved slowly into the manufacture of computer components.

"The company was involved in early work on nuclear power plants, but these projects turned into huge money losers.

"Finally, the firm lagged in moving its manufacturing operations out of expensive West German factories and into low-wage countries of the Far East."

Time estimates that even if plans to save part of the ailing firm work out, dozens of factories will be closed and at least 20,000 jobs lost.

Westinghouse to sell its lamp business

The Westinghouse Electric Corporation, a long-time competitor of General Electric in many markets, has announced that it is selling its lamp business to North American Philips Corporation for \$200 million. Philips currently markets lighting products under the Norelco brand name.

Involved in the sale are 11 manufacturing plants — 10 in the U.S. and one in Mexico — that produce light bulbs and fluorescent lights. Westinghouse's Canadian affiliate also will sell its lamp business to Philips Electronics of Canada. Total employment at the plants is more than 6,700.

Unsatisfactory profits cited

Westinghouse Chairman Robert E. Kirby told the *New York Times* that his company "has not been able

to generate satisfactory profit margins or return on investment in the lamp business in recent years."

Kirby said the company would "invest the resources that would be required by the lamp business in other areas that better fit the longer-term corporate strategy."

Cees Bruynes, North American Philips' president, explained to the *Wall Street Journal* that his company has access to advanced technology through its Dutch parent company that could be used in the lamp plants acquired from Westinghouse.

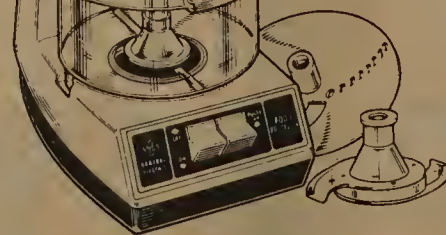
"In addition, we should be able to utilize Westinghouse's present excellent U.S. distribution network," he noted.

The sale is subject to approval by the federal government.



GE FOOD PROCESSOR (FP-1)

- Slices, chops, shreds, grates, crumbs. Mixes yeast bread dough. 2-in-1 reversible Food Processor Disc. Stainless-steel serrated-edge knife blade. On/Off and Pulse-On switches.



Class E Special
only \$36⁹⁹
While they last!

YOUR EMPLOYEE STORE

1030 Swinney

10-5:30 M-F

BULK RATE
U.S. POSTAGE
PAID
FORT WAYNE, IN
Permit No. 40

(For quickest response, please mail all non-intracompany address changes directly to Mail, Inc., at the address printed above. Be sure to include both your old and new addresses indicating zip codes for each.)

Address correction requested

Mail, Inc.
1050 S. Anthony Blvd.
Fort Wayne, IN 46803

General Electric News

OCTOBER 21, 1982

FORT WAYNE, INDIANA

VOLUME 64, NO. 40

GE to burn \$1.5 million in coal this winter

By Edward Stratton

Can you tell how cold this winter will be by the size of the coal pile outside the Taylor Street plant?

"It's probably not the best predictor around," quipped Jim Brenock, Area Services manager of plant facilities.

"We go by averages when deciding how much coal to stockpile," he added. "Right now the pile is as large as it will get since we try to have all our coal on hand before winter sets in."

"That pile now contains 24,000 tons of coal, and at \$60 a ton is worth nearly \$1.5 million dollars," noted Darral Patton, administrator of energy programs for the Motor Business Group.

"Add in more than \$1 million a year for natural gas and a \$300,000 electric bill every month, and you can see that energy is a major base cost our businesses must face."

Costs approach \$7 million

"With total energy costs approaching \$7 million this year, it's a cost we are constantly trying to control," said Brenock.

Patton added, "We've done a lot of conserving since the mid-1970s when the shortages first made energy costs significant. We've already completed most of the cost-effective projects. The ones we are looking at now are more expensive and have longer payback periods," he said.

"With our business situation this year, some of these investments have been pushed out."

According to Brenock "this year's major goal is to protect those gains we have made in the past."



With the Taylor Street coal pile and power house towering behind him, Web Simpson, power house and utilities manager, checks a computer print-out used in monitoring energy costs. A number of projects are under way to conserve energy and offset rising utility costs, which are expected to reach \$7 million this year.

Making sure window insulation is still in place and maximizing the efficiency of the power house boilers are jobs in progress right now.

"We've ordered new temperature recording instruments for the boilers," he said. "They cost \$20,000 and should be installed by the end of the year. Next year we are budgeted to spend nearly \$500,000 for maintenance and project work in our power plants."

Patton added that a number of recent investments are paying off in energy savings. In addition to providing better illumination, the Lucalox lights installed over the Taylor Street plant floor are much more cost-efficient. He also noted that

involved in two projects which, while they won't conserve any energy, are financially significant. Brenock explained that all the electric power used by the Taylor Street and Broadway plants comes through a substation on GE property at Taylor Street.

GE buys substation

In April 1981 Indiana & Michigan Electric Co. approached GE about purchasing this substation from the utility. By owning the station, GE would pay substantially lower electric rates.

The deal was closed Sept. 30, and for a net purchase price of \$181,000, GE will now save roughly \$30,000 per month on its electric bill, excluding the added costs of maintenance and depreciation.

The second project involves 500,000 gallons of propane stored in 18 tanks (15 at Taylor Street, two at Broadway and one at Winter Street). Purchased five years ago in response to uncertain availability of natural gas at that time, this reserve has not been touched since 1978.

Brenock said that because we don't expect any shortages this winter, the decision has been made to sell the propane in 17 of the 18 tanks. "This will return more than \$250,000 to our motor and transformer businesses here in Fort Wayne," he said.

So even though the gas lines of the 1970s are no longer with us, the huge hill of coal at Taylor Street serves as a reminder that energy remains a significant cost of doing business.

Taylor Street's electric bill has been reduced by a computerized energy management system.

"With our electric bill for the month based on our maximum usage during any 15-minute period, the computer constantly monitors our electrical demands. If we start using too much power at one time, it will automatically shut down some predetermined, non-essential equipment for a few minutes."

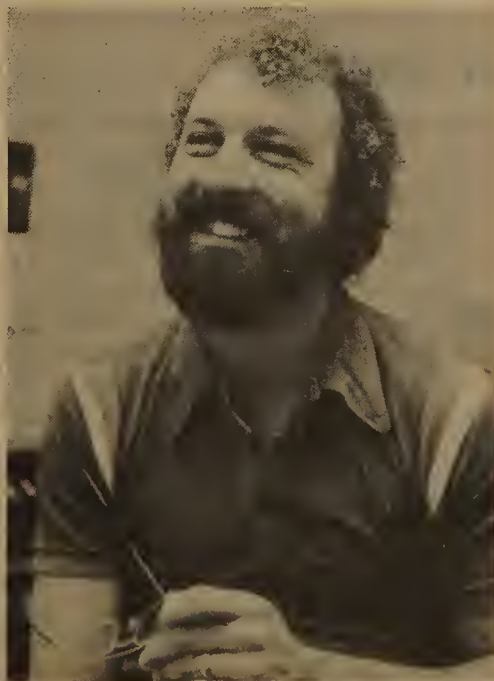
It also is used as a giant timer to turn off lights and air conditioning during the night.

"We've continued to bring more and more equipment onto this system," Patton noted.

Area Services has recently been



Die caster John Westerhausen receives his suggestion award from Winter Street General Foreman Harold Fremion and Supervisor Larry Magnuson.



Dave Haslup, Winter Street GPM, explains how he solved an air gap problem.

Suggesters earn awards

Two GPM employees at Winter Street recently received sizeable suggestion awards.

Die caster John Westerhausen received awards totaling \$569 for an idea that solved a problem of rippled and cracked end rings. He suggested changing the cycle of spraying dies so that he sprays through the rotor. "I just experimented, and that seemed to do it," he says. His idea has prevented scrap and rework.

Dave Haslup, lead operator in quality control, came up with an idea to improve the way air gaps on stators are repaired and has cut down on the number of motors that would otherwise be scrapped. His suggestion earned him a check for \$469. "I was surprised," he said.

GE expert suggests ways to use them

Benefits designed to help employees during short-term layoffs

(First in a two-part series)

The benefits described in this article apply to employees laid off for lack of work for specified periods of two weeks or less.

"There are many different ways employees can use their GE benefits to their advantage during short periods of lack of work," says Doyt Schaadt, manager of personnel accounting and banking in Fort Wayne.

Since several GE operations in Fort Wayne have scheduled short layoff periods, Schaadt outlined the benefits that are available and suggested approaches employees can use to help them through such periods.

Vacation is one option

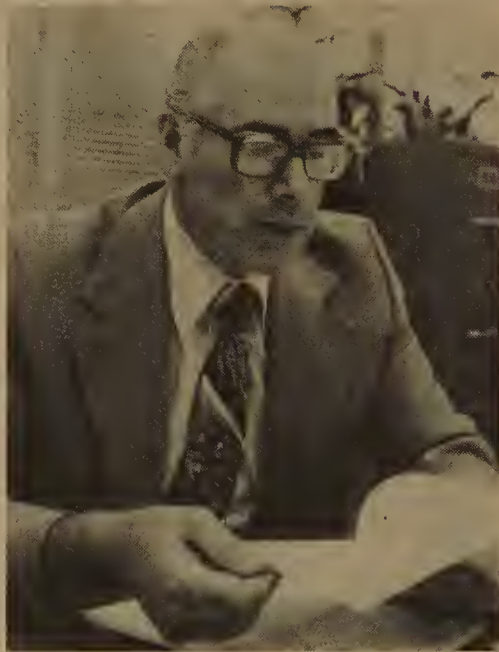
To maintain income levels, employees with vacation days remaining may choose to designate lack-of-work days as vacation. Employees are required first to apply vacation days to the annual plant-wide vacation Shutdown and to any other shutdowns announced at the beginning of the year. Any remaining vacation days may be used for short-timing.

Income Extension Aid

Another alternative is the Income Extension Aid plan (IEA). You qualify for IEA when you:

- have at least two years of service with GE and
- have been laid off for at least one calendar week during the current year (one-week waiting period) and
- are receiving state unemployment benefits.

If you meet all three of these conditions, the plan will pay you weekly benefits based on your rate of pay. IEA benefits, when combined with your unemployment benefits, will total 60 percent of your regular weekly pay. After an employee on layoff has exhausted unemployment



Doyt Schaadt, manager of personnel accounting and banking, offers benefit suggestions.

benefits, IEA will pay him or her weekly an amount equal to 60 percent of annual weekly earnings until all the employee's IEA benefits are used up. Any pay you receive during a week in which you are laid off — i.e., vacation or holiday pay — may affect your eligibility for unemployment benefits.

As the example below shows, employees normally earning \$350 per week would be eligible for combined IEA and unemployment benefits of 60 percent of their normal pay, or \$210. If unemployment benefits paid \$128, IEA would pay the difference of \$82.

IEA Example

(1) 60% of \$350 normal weekly pay	\$210
(Total eligibility)	
(2) Unemployment benefits	\$128
(For person with 3 dependents)	
(3) Subtract line 2 from line 1.	
(4) IEA pays the difference:	\$ 82
(While unemployment is being paid)	

In cases where employees receive holiday pay and unemployment benefits in the same week, the com-

bination of holiday pay, unemployment compensation and IEA will equal 60 percent of their regular weekly pay.

IEA benefits are taxable as wages. Unemployment compensation is not taxed unless your total annual income exceeds a certain amount (generally \$20,000 if single; \$25,000 if married and filing a joint federal income tax return).

Withdrawals from S&SP

"Employees who participate in the Savings and Security Program have an additional resource they can fall back on when layoffs occur," says Schaadt.

S&SP provides for emergency withdrawals of employee contributions during lack-of-work periods without forfeiting the proportionate company matching payment. If your work week is shortened to 80 percent or less of your normal work week, you may withdraw an amount from your S&SP savings equal to the normal straight-time earnings lost.

Here are two examples:

- (1) If your normal work week is five days and two are declared lack-of-work days, you would be able to withdraw from S&SP an amount up to two days' pay. If your normal pay is \$350 per week (\$70 a day), you could withdraw \$140 and still preserve the company matching payment of \$70, which is left in your S&SP account until the end of the holding period.
- (2) If you were laid off for an entire week, you could withdraw up to a full week's pay.

There is no requirement to repay the amount you withdraw under this provision of S&SP. You can use this provision even if you are drawing unemployment compensation and IEA benefits.

"It's important to note that employees must request such a withdrawal from S&SP not later than one week following the end of the short work week," says Schaadt. Employees should also be aware

that such withdrawals may create taxable income. If they are cashing in U.S. Bonds or if their withdrawals exceed their "unrecovered investment." Withdrawals of this type require about two weeks for processing.

"Of course, the withdrawal from S&SP is money the employee already has earned, but it's nice to know you can use the money for this kind of emergency if you need it," says Schaadt. "The best part is that the company matching payment isn't lost. In effect, the company is helping make up for pay lost during short periods of layoff."

Insurance benefits continue

For specified layoff periods of two weeks or less, all GE insurance plans continue in effect just as they were before the layoff.

Dependent Medical Insurance coverage will continue during short layoffs for employees who have the coverage. Contributions are required for dependent coverage only in the case of employees with less than three years of continuous service. For these short service employees, insurance premiums will be deducted from the paycheck after they return to work, if they are off one week or more.

During short layoff periods, Dependent Life Insurance plan coverage continues in effect, and premiums will be made up through deductions the week after you return to work.

Your GE Life Insurance, Comprehensive Medical Coverage, and Weekly S&A Insurance plans continue in effect as before when you are laid off for short periods of time. No additional contributions are required for continuation of these coverages.

For further information, see your employee relations representative or refer to your benefits booklets.

Next week, Schaadt will discuss benefit coverage and suggested approaches to cope with indefinite layoffs.

Retirees opt for life on GE pension

Louis Bricker retired earlier this year with 34 years of service. He began his GE career as a window washer in Building 20-2. His final assignment was oven cleaner at the Wire Mill, Motor Technology Operation. "I



made my living at General Electric. Now I'm going to spend my time as a sportsman and fish and hunt."

September retirees who chose not to have their photo in the GE News include: Phillip C. Freiburger, wire enameler, Wire Mill; and John R. Hill, press operator, HMO, Building 17-4; Floyd W. Flesher, anneal oven operator, GPM, Taylor Street; Robert W. Thain, grinder, GPM, Winter Street.

General Electric News

Published weekly by the General Electric Company, an equal opportunity employer, in the interest of all GE employees and their families here. May not be reproduced in whole or part without express permission of General Electric Company.

1635 BROADWAY
PO BOX 2204
FORT WAYNE IN 46801
Phone 428-3249
(Dial Comm.: 8*380-3249)

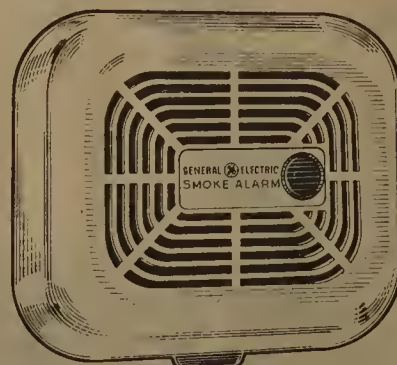
GENERAL  ELECTRIC

SECURITY

At A Special Employee Price

GE HOME SENTRY® BATTERY OPERATED SMOKE ALARM

(8201-401)



- Continuously monitors air entering unit. Has loud 85-db. alarm. Battery-operated. Works during power failures.



\$14.97
Less mail-in rebate 5.00
Net cost \$ 9.97

YOUR EMPLOYEE STORE

1030 Swinney

10-5:30 M-F



Red Cross honors GE donors

"GE employees donated 1,182 units of blood during 1981-82 blood drives," said Marcia Robbins (right), director of the Allen-Wells Chapter Blood Services of the American Red Cross. Lois Neloms (left), manager of employment, accepted a certificate of appreciation Oct. 6 on behalf of GE donors. The 1,182 units collected was 26% over the goal established for the year, the best percentage performance since 1970-71. The next bloodmobile will be at the GE Club Nov. 17 for West Broadway employees.

Moving South? Take GE News with you.

If you are a pensioner moving South for the winter, be sure to contact the GE News mailing service so you can continue to receive the GE News.

Just mail a card or letter to Mail, Inc., 1050 S. Anthony Blvd., Ft. Wayne, IN, 46803. (This address is on the mailing label of the GE News.)

Be sure to include your current address and Zip Code, as well as your new address and Zip Code.

Apprentice alumni set banquet Nov. 9

The GE Apprentice Alumni Association will host its annual fall banquet on Tuesday, Nov. 9, at the Shiloh Reception hall. Advance reservations are required.

For information, call Dave Bailey, Ext. 2010, or Jack Kies, Ext. 2024.



Disney offers discounts

Planning a trip to Walt Disney World this winter? If so, be sure to obtain your Magic Kingdom Club Card for special GE discounts by sending a self-addressed, stamped envelope to:

Resident Manager
GE Carousel of Progress
P.O. Box 40
Walt Disney World
Lake Buena Vista, FL 32830
Be sure to include:
Your name
Social Security number
Home address
GE location where you work
Allow two weeks for delivery.

Adlets

FOR SALE

- '77 OLDS CUTLASS WAGON, ex. cond., power, air, new radials, \$3,500. 672-3659.
- '78 DODGE CONVERSION VAN, many extras. 482-1295.
- '74 VEGA, part out - 4 spd stack trans.; children's clothing. 447-7968.
- '76 OLDS 88, clean, good running condition & tires. 489-9404.
- PEARS, good, you pick, \$5/bu. 424-4998.
- CHRISTMAS BOUTIQUE, 9622 Lima Rd., Thurs., Fri., Sat., 9-5 p.m. 747-5531.
- '69 CHEVY, 307 V-8, power, air, new starter & radiator, \$475. 432-2237.
- OPEL RIMS, \$5. 485-5704.
- PRTL TYPEWRITER, \$50; vacuum swpr for car, \$10; man's bwlg ball & bag, \$10. 747-3871.
- TIRES, 2, 7.00x13, w-rims, good cond., \$10. 639-6477.

BUMPER POOL TABLE; Conn wood clarinet, \$90; go carts, run good; skates; 15' boat. 747-0241.

PORTABLE DISHWASHER, cprtn w-hardwood top, good cond., \$150. 440-3063.

'69 PONTIAC CATALINA, 5 new radial tires, original owner, mint cond., \$3,500. 424-7687.

REMINGTON TRIPLE HEAD SHAVER, used once, \$7. 745-2120.

42" SNOW BLADE, fits most Sears tractors, like new, used once, \$95. 485-7251.

'79 OLDS HOLIDAY 88, 33,000 miles, ex. cond., \$5,900, aft. 5 p.m. 483-6217.

'74 PLYMOUTH SATELLITE, 4 dr., clean, aft. 4 p.m. 422-2886.

CAR RAMPS, new, \$12. 484-7379.

FREE-STANDING HEATER w-heat saver, wood or gas. 749-4485.

DOGHOUSE, ex. cond. 493-6184.

ZIG-ZAG SEWING MACHINE, Kenmore, \$50. 493-1175.

EXERCISE BIKE, Silent Chaparral, like new, \$75. 432-3883.

WALNUT FIREWOOD, not seasoned, reasonable. 422-9201.

New deadline for Adlets

Until further notice, Adlets received by noon Friday will be published in the following Thursday's GE News.

POOL TABLE, \$150; upright piano, \$300 or best offer. 693-3640.

FROST-FREE REFRIGERATOR, Whirlpool, ex. cond. 489-5770.

'72 SKIDOO, low miles, helmet. 447-3652.

48" DINING TABLE, rnd, 4 swivel chairs, \$50. 432-3235.

ZIEGLER OIL SPACE HEATER w-fan, very nice, \$75. 747-7007.

'79 CHEV. LEBARON, air, stereo w-cassette. 485-2103.

'78 MOPED, \$350. 443-5783.

TRANS-OCEANIC RADIO, 9 bands, \$100; 96" CB whip ant., \$5; slide mount, \$3. 747-5606.

EASTON GAMEGETTER ARROWS, \$30/dz. 637-3307.

FURNISHED TRAILER, 8'x38', neat, terms, must move. 745-5626.

OR TRADE, Indiana auto license plates - last 25 years. 693-3063.

'72 VW, aft. 4 p.m. 745-9862.

HUGE MOVING SALE, Oct. 22 & 23, furniture, glassware, records, misc., 1122 E. Rudisill.

LAWN EDGER, gasoline powered, Sears, reasonable. 485-8866.

REDBONE COONHOUND, female, 2 yrs. old, \$25, to good home only. 745-1347.

TIRES: 1, A78x13; 1, B78x13, \$20/both, must sell. 485-2819.

SERVICE

BABYSIT, days, near Lutheran. 745-2764.

BASEMENT WALLS & FLOORS - replace, re-surface, licensed & ins., eves. 446-5643.

WALLPAPERING, good work, reasonable rates, 10 yrs. exp., refs. 422-8336.

WILL CLEAN YOUR HOUSE OR APT., experienced, refs., reasonable. 747-5531.

CONTINUOUS GUTTER & ALUM. SIDING, free est. 627-2429.

PROFESSIONAL PHOTOGRAPHY - weddings, family & indiv. portraits, copy work, custom frmg. 432-9753.

FOR RENT

TWO BEDROOM HOME, south, appliances, garage, bsmt, dep. & util., aft. 1:30 p.m. 456-3226.

TWO BEDROOM HOUSE, near GE, \$160/month; 1 bdrm apt., clean, \$145/month. 444-8003.

FREE

KITTENS - sweet & loveable. 622-7107.

WANTED

REFRIGERATOR. 446-4462.

RADIAL TIRES & MAGS, good, H78x15, TAs. 1-982-7316.

FOSTORIA, any "Shirley" pattern, esp. salt & pepper shakers. 639-3565.

BAND SAW, 12" minimum, Sears preferred. 432-2414.

LIONEL & American Flyer Trains, any cond., aft. 5 p.m. 1-724-8011.

CHAINS FOR 15" TIRES, aft. 8 p.m. 1-897-2652.

SOMEONE TO WEAVE rags into rugs. 424-3946.

USED PICK-UP TRUCK, \$500-\$1,000, contact Eddie before 2 p.m. 456-7136.

Elex November calendar

- | | |
|---|--|
| <ul style="list-style-type: none"> 1 - Partizan Chapter Board meeting, 11:30 a.m., Alexander's Restaurant, 3005 E. State St. 2 - Reservation deadline for the Nov. 8 supper and program. 3 - Elex Club Executive Board meeting for second shift, 1 p.m., Bldg. 17-3 conference room. 3 - Reservation deadline for the November 10 presentation "The Elements of Retirement Income" by C. E. Welch. Contact Lois Neloms, 428-3658. 4 - Pen-El Chapter Board meeting, 1:15 p.m., Charky's Restaurant, 1329 W. State St. 8 - Elex supper and program by "Brother's Harmony", GE Club auditorium, for Elex members and guests. Supper catered by the Venice Restaurant from 5 to 5:45 p.m.; chicken breast over rice, tossed salad, green beans, German chocolate cake and beverage. Tickets \$3.50 for members and \$4 for guests. 10 - Pen-El Chapter 11:30 a.m. luncheon, Bethany Presbyterian Church, 1616 W. Main St. 10 - Educational Class series No. 3: "The Elements of Retirement Income for GE Employees", presentation by C. E. Welch, manager of Communication and Relations Planning, 7 p.m., Bldg. 18-3 conference room. | <ul style="list-style-type: none"> 16 - Partizan Chapter Anniversary Tea, 12:30 p.m., Georgetown Library, 6600 E. State St. 17 - El-Par Chapter potluck, noon, Grabill Park Pavilion, Grabill, Ind. 18 - Elex Club luncheon, 11:30 a.m. for members and guests, Hobby Ranch House, 3204 N. Anthony Blvd. Program by Vivian Cearbaugh from Crossroads Florist. Attendance prizes. Tickets \$4.50. 19 - Quintus Chapter 1:30 p.m. luncheon at the Window Garden Restaurant, Washington and Calhoun Streets. 22 - Honor-ettes Chapter, 1 p.m., Salem United Church of Christ, 2401 Lake Ave. 23 - First Shift Executive Board meeting, 7:30 p.m., Bldg. 18-1 conference room. |
|---|--|

Bowling

Seniors League

Dottie Younghana 192
Leobe Scheefer 180
Bill Dehnert 219
Earl Fredrick 212
Leon E. May 211
Jim Wright 204

GE Office

Jim Welks, Jr. (212) 803
Harold Baker 223
Gil Baker 212
John Hunnicutt 219

Small Motor

Gil Baker 218
Max Christensen 211
Wayne Spratt 210

Friday Nite Ladies

Thekla Papen 197
Mary Crum 190
Martha Hire 182
Gertie Jones 184
Bonnie Roth 184

Pete & Tillie

Vicki Shea 198
Ruby Palmer 181
Don Slater 221
Blane Oliver 227

Tues. Afternoon Ladies

Delores Fox (227) 537
Barbara Shields 202
Janie Fischer 197
Carol Meads 194

No Elex contact?

Because of recent layoffs, some Elex members may not have an Elex contact person in their work area. If you have no contact person in your area, contact the Elex office for information and reservations regarding Elex activities, Ext. 3240.

*ADLETS

GE NEWS BLDG. 18-3

NO ADS TAKEN BY PHONE

INDICATE TYPE OF AD HERE:

- | | |
|-------------------------------------|---|
| <input type="checkbox"/> For Sale * | <input type="checkbox"/> Ride Wanted |
| <input type="checkbox"/> Wanted | <input type="checkbox"/> Riders Wanted |
| <input type="checkbox"/> For Rent * | <input type="checkbox"/> Lost |
| <input type="checkbox"/> Free | <input type="checkbox"/> Found <input type="checkbox"/> Service |

(PLEASE PRINT NEATLY)

Ads must be received only on this form by noon Friday for publication Thursday. You may submit only one adlet per issue of the GE News. No more than 40 letters per Adlet, please. Print phone number only on line indicated below. Property advertised must be available without regard to race, creed, national origin or sex.

Name _____

Address _____

City _____

Home Phone _____

Bldg. _____

* The item(s) referred to in this ad are in no way connected with any business venture

Signature _____

Motor sales hit bottom, some leveling off seen

"Motor sales hit rock bottom in September," says Roger Morey, general manager of the Components Sales Department, which sells motors for GPM, SMD, HMD, and other departments.

"The good news is that, in general, order rates have stopped declining and are leveling off," he told Fort Wayne CSD employees last week.

Morey noted that motor business customers generally are doing a better job of managing their inventories during this recession than they did in 1975.

Air conditioning inventories up

"The one exception has been the air-conditioning business. Traditionally air-conditioning replacement motor orders increase at mid-year, but that didn't happen this year," added Dick Schwartz, manager of distributor sales. "Because of the cool summer, our OEM air-conditioning customers and aftermarket distributors still have a lot of inventory to be sold before they will begin to order more motors. This has had and will continue to have a negative effect on Hermetic Motor and Specialty Motor departments."

Morey noted, "We are entering the heating season, so we would expect some turnaround in motors used for that purpose, and we are beginning to see signs of that. The commercial and industrial markets served by GPM appear to have hit bottom, but the plant and equipment markets served by GPM con-



General Manager Roger Morey talks to Fort Wayne CSD employees.

tinue with slow order rates. We don't foresee a turnaround in those markets until the last half of 1983."

He confirmed to the CSD employees that GE's motor plants are still operating far below capacity.

"We must continue to improve our productivity and generate new ways to boost sales and serve our customers more effectively," Morey said. Since 73% of our customers buy motors from more than one department, we play an important role as the one-stop people to see for GE motors. We know our products, our

customers and our technology because we are basically a motor sales force."

Terry Gautsch, manager of the CSD Field Sales Operation, said that the main goals in 1982 have been to maintain and protect the market share the motor businesses already have and to gain share in new areas.

"We have lost share with a few customers, but we also have an im-

pressive list of share gains at many others," he said.

CSD is seeing positive results from new promotions to sell motors, Gautsch added.

For instance, CSD has offered customers incentives for stocking larger inventories of motors, improved its pricing consistency and educated its customers about GE motors through the Five-Star Motor School.

STD market lowest since 1974-75

Specialty Transformer's market declined further in the third quarter to its lowest level since the 1974-75 recession. STD's customers, including contractors for industrial buildings, and manufacturers of machine tools and heavy electrical apparatus, are operating at depressed levels. Their need for transformers is 20% lower than a year ago.

"This second half of 1982 should be the low point in Transformer's market, but the upturn may be gradual," says Don Kearns, man-

ager of operational planning.

Orders for some newer products, like Line Conditioners that protect performance of electronic computers, have grown over last year, but standard transformers sold into electrical distributors' stock for resale are moving slowly.

Some upturn in production is expected in early 1983 as electrical distributors begin to replenish stocks, but strong growth will be delayed until capital expenditures increase throughout the country.

GE report shows 3Q sales decrease

Total company-wide sales of GE products and services for the first nine months of this year were 3% less than during the first nine months of 1981, while earnings were up 8% for the comparable period.

Through September the 1982 profits (earnings on the sales dollar) were 6.8 cents — 0.7 cents more than they were through 1981's third quarter.

These statistics were included in a

detailed third-quarter financial report publicly announced by General Electric earlier this month.

Chairman Jack Welch said "a major reason for the increase in earnings, despite a poor economic environment, is GE's diverse business base."

He pointed out this is reflected in continued strength in the company's expanding services and high-technology businesses.

S&SP Life Insurance reopener to last 10 more days

Employees have 10 more days to take advantage of the one-time-only reopener period on the Savings and Security Program Life Insurance option.

All are eligible

All employees are eligible to enroll in October without having to show evidence of good health acceptable to the insurance company.

The only other times employees have an open enrollment opportunity are within 31 days of the date they become a GE employee, or within 31 days of marriage.

The cost of the extra life insurance coverage is 1% of earnings,

which is included in the S&SP deduction made each week from your paycheck. GE will match employee deductions for life insurance by putting an amount equal to 50% of the deduction amount into an investment option of the employee's choice.

For instance, an employee earning \$300 a week would pay \$3 a week for S&SP Life Insurance. GE would put \$1.50 a week matching payment into U.S. Bonds, GE Stock, the Holding Period Interest Fund or the S&S Mutual Fund, depending on which investment choice is elected by the employee for the company's contributions.

Refunds are possible

The cost may also be reduced if, as a result of good experience, there is a refund of a portion of employee contributions after the end of the insurance year.

Benefit payment options

You may elect to have the insurance amount paid in a lump sum to your beneficiary only if you make such election. Otherwise, the payments will be made monthly to your beneficiary. (See charts below.)

The choice is yours, depending on your own family circumstances and estate planning.

The monthly payments over a

number of years provide a steady dependable source of income for a known period of time. The lump sum payment would enable your beneficiary to receive at one time a large sum of money, which could be invested to produce more income.

Employees who are interested should study the benefits in their Employee Benefits Plan Document, the Summary Plan Description and the S&SP Prospectus.

Where to enroll

Enrollment forms can be obtained from payroll or employee relations offices, or from the central payroll office, Building 18-1.

Annual benefits under monthly payment plan

If your age at 12/31 of the year of your death is:	Equal to your final year's Insurance savings TIMES:	For example, If your final year's Insurance savings were \$170 the annual benefits would be:	For this number of years:
Under 30	60	60 x \$170 = \$10,200	40
30-34	60	60 x \$170 = \$10,200	30
35-39	55	55 x \$170 = \$ 9,350	18
40-44	45	45 x \$170 = \$ 7,650	13
45-49	35	35 x \$170 = \$ 5,950	8
50-54	30	30 x \$170 = \$ 5,100	5
55-59	30	30 x \$170 = \$ 5,100	3
60 or over	30	30 x \$170 = \$ 5,100	2

If you elect the lump sum option:

If your age at 12/31 of the year of your death is:	Your beneficiary will receive your final year's earnings times:	For instance, If your final year's earnings were \$17,000, your coverage would be:
under 30	10.57	10.57 x \$17,000 = \$179,690
30-34	9.47	9.47 x \$17,000 = \$160,990
35-39	6.60	6.60 x \$17,000 = \$112,200
40-44	4.34	4.34 x \$17,000 = \$ 73,780
45-49	2.32	2.32 x \$17,000 = \$ 39,440
50-54	1.33	1.33 x \$17,000 = \$ 22,610
55-59	0.84	0.84 x \$17,000 = \$ 14,280
60 or over	0.57	0.57 x \$17,000 = \$ 9,690

Employees, company dig deep for \$330,000 United Way pledge



Merle Rocke (left), chairman of the Major Firms Division, United Way of Allen County, congratulates ECSF campaign chairpersons whose departments turned in award-winning results, from left: Marla Hall, SMD; Dick Ahlersmeyer, GPM; Doug Lehman, HMO; ECSF Chairman John Holmes; and Pat Harris, CSD. Bill Fenoglio (right), Fort Wayne area GE executive, announced that the company is increasing its gift to \$118,000.

"Incredible" was the word one United Way official used to describe the results of the recent Employee Community Services Fund campaign.

Although GE employment is down more than one-third from last year, this year's pledge to the United Way totals \$333,000, down only 7.5%. The reason is that both employees and the company dug deeper into their own pockets to support the growing need for human services. On a per-employee basis, the combined employee-company pledge is up 41%.

Employee pledges for 1982-83 total \$215,000. Although that is down from the \$254,000 pledged last year, the pledges increased to \$68.80 per employee.

"Our employees saw a job that needed to be done in the community and have done a superb job," Bill Fenoglio, Fort Wayne area GE executive, told GE campaign leaders Monday.

Last year's company pledge was \$106,000 and was originally set for \$110,000 this year. Fenoglio, however, announced that because of the outstanding employee effort he has raised the GE pledge an additional \$8,000. With the added amount, the company pledge of \$118,000 is 11.3% higher than last year's.

"With human needs as great as they are in this community, this is no time to be conservative with our gift to the United Way," he said.

Fenoglio also noted that recent

See UNITED WAY, Page 4.

General Electric News

OCTOBER 28, 1982

FORT WAYNE, INDIANA

VOLUME 64, NO. 41

From windmills in Hawaii to hotels in Ohio

STD meets tall orders with short lead times

Time is money — and jobs — at STD.

- A manufacturer of power generating windmills needs five specially designed transformers for a project in Hawaii, but STD's normal delivery cycle time is three times as long as the customer can afford to wait.

- Construction on a Columbus, Ohio, hotel will encounter costly delays unless STD's customer can receive its transformer a full month earlier than the original delivery date.

"Hot orders? It seems like every order is a hot one these days," said Charlie Cook, supervisor. His crew worked a scheduled lack-of-work day recently to get the rush order to the electrical contractor on time.

Faster response required

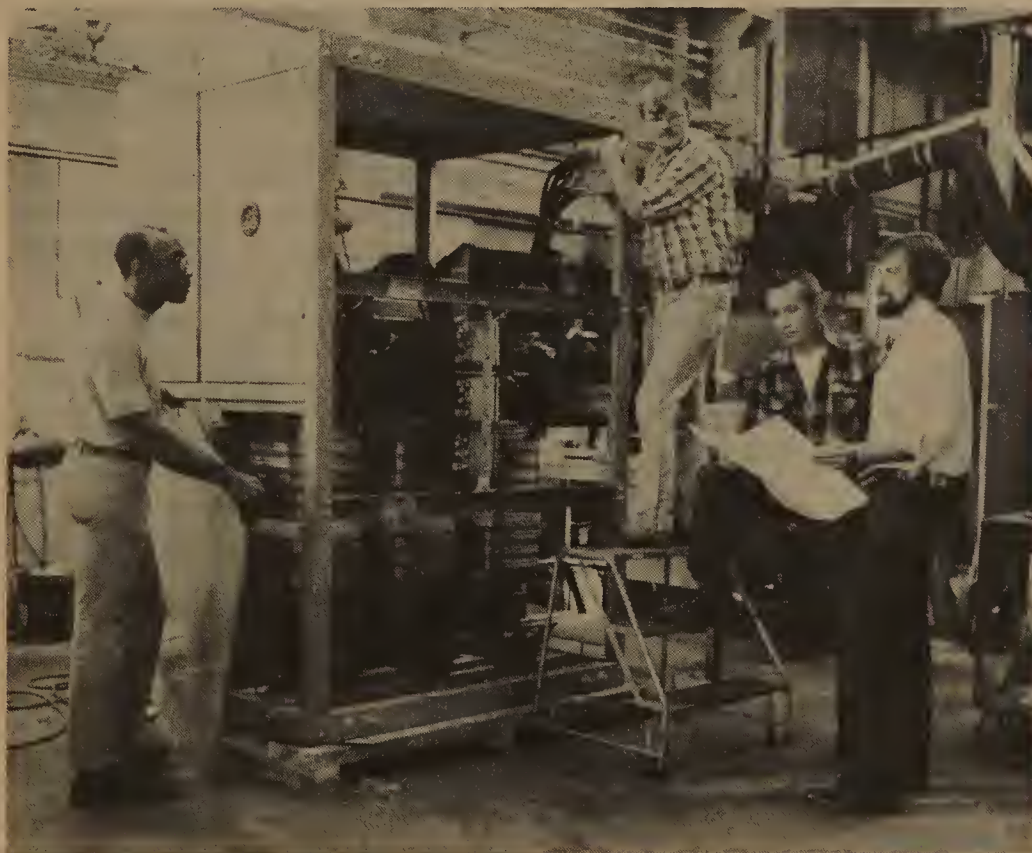
"We're always doing something to make a job go ahead of schedule. We have to react a lot quicker than we did, say, a year ago."

As he talked, STD assemblers in Building 22 put the final touches on a 1,000 KVA transformer destined for the Capital South Hotel in Columbus.

"The transformer was originally scheduled for shipment Nov. 16," explained Pete Eberhardt, STD customer service specialist. "We received a panic call from our district office that the customer needed it shipped by Oct. 15 at the latest. Construction had progressed faster than expected and the transformer was needed to supply 120-volt power to the building."

"In other words we had to push the delivery date ahead by a month to meet this customer's needs," said Eberhardt.

Cook noted that such appeals



Supervisor Charlie Cook (far right) discusses a hot order with (from left) STD assemblers Roy Allen and John Larkey and welder George Aldridge. The transformer was rushed to Columbus, Ohio, so that construction could proceed on a hotel there.

have become more frequent as the economy has weakened. "Our customers just don't have the spare money to stock an inventory of transformers; so when they need one, they need it right away. It hurts our efficiency to bypass the normal production system and rush orders through, but we don't want to let the customer down."

Specialty Transformer's ability to respond to short-cycle business is "supercritical to us," said Jeff Kapp, distributor sales zone manager for the Central Region.

"I happened to run into a manu-

facturer of power generating windmills who needed five specially designed transformers for windmills in Hawaii."

Specialty Transformer employees will soon be rushing those products to the customer because of STD's willingness and ability to respond on short notice.

"We almost lost this order when the customer found another supplier who could do the job faster than we could, but we pulled together people from manufacturing, drafting and engineering and won the order."

Kapp noted that, because of the

economy and high interest rates, STD's distributor customers have reduced their inventory levels, which has caused the frequency of short-cycle orders to increase.

"Our competitors are eager for this business, too. If we can't deliver, our competition can," said Kapp. "We're still No. 1 in our market, but we're not doing the volume of business we would like."

More short-cycle business

Short-cycle business is nothing new to STD, said Larry Kane, manager of production operations. "Our customers are taking a lot more of this type of business and we are willing to accept it to help keep the factory full. Some day we will come out of this recession, and our customers will remember how well we worked together during the bad times."

"When lead times shrink from eight-to-10 weeks to two-to-three weeks, we wind up bypassing the normal production routine," said Kane. "Our production people have to manually track numerous short-cycle orders running through all phases of manufacturing to insure that delivery is made on time."

"We don't like it, but it gets orders, keeps people working and helps liquidate the expense."

STD, like GE's motor businesses, is doing its best to keep its manufacturing team in place through short-timing so that it can respond to short-cycle business.

Kane added, "Our people understand that short-cycle orders are better than no orders, and we'll hopefully achieve a better overall product mix as the economy starts to turn around."

"Folks nowadays recognize just how tough it is to get an order."

GE benefits work for employees during indefinite layoffs

(Second in a two-part series)

"There are many ways employees can take advantage of the GE benefits package to soften the effects of indefinite layoffs," says Doyt Schaadt, manager of personnel accounting and banking.

"Several of the company insurance plans automatically continue to protect employees during layoff, but others require some action on the part of employees to continue coverage. It helps to know when coverage expires and what you can do about it when it does.

Also, participants in the Savings and Security Program have special provisions they can use to provide additional money. Again, it's important to understand those provisions so you can take full advantage of what is available to you," Schaadt emphasizes.

Savings & Security: many options

One of the most flexible benefit plans is the Savings and Security Program (S&SP). Here are some of the options available to participants during layoff periods:

- After more than two consecutive weeks on layoff, you can withdraw all or part of your savings without loss of company matching contributions. Withdrawals can be made either in lump sum or periodically while you are laid off. Requests for withdrawals can be submitted anytime after you've been laid off for more than two consecutive weeks, but not later than one week after you return to work. These withdrawals will be paid in cash. It takes about two weeks for processing withdrawals. Also, employees should take income tax consequences into consideration when making withdrawals.

- After six months on layoff, S&SP participants can withdraw all holdings in their S&SP account. This includes all savings, company matching payments and all interest and dividends. This withdrawal can be made in the form of securities or cash.

- During the first six months on layoff, you can make up savings equal to the amount you would have saved if you were working. Under this provision of the plan, you can make a lump sum make-up savings contribution after six months on layoff. The company will then make its matching payment of 50% of your contribution. The following month you could then request a withdrawal of your make-up savings and the company matching payment.

"Several of the company insurance plans automatically continue to protect employees during layoff, but others require some action on the part of employees to continue coverage"

What happens to benefits during layoff

Benefit plan:	Coverage ends after 31 days on layoff	Coverage ends after maximum of one year 1	Can be continued by making payments	Conversion policy available
Sickness and Accident	●			
Long Term Disability Insur.	●			
Dental types I-III coverages	●			
Dental types IV-VII coverage		●		
GE Medical Insurance		●		●
Dependent Medical		● 2	● 3	●
GE Life Insurance		●		●
Dependent Life Insurance			●	●
S&SP Life Insurance			● 4	●
Personal Accident Insur.			●	
Product Purchase Plan		●		
IDP Tuition Refund	Employees remain eligible as long as they still have recall rights on the day classes are scheduled to begin.			
(1) Coverage ends if service is broken sooner than one year following layoff.				
(2) If you have three or more years of service, coverage is continued without contributions.				
(3) If you have less than three years of continuous service, coverage can be continued if you make payments in advance.				
(4) After two weeks on layoff, coverage can be continued for up to one year by making payments monthly in advance.				

For example, assume your straight-time average earnings for six months would total \$9,000 and you normally save 7 percent through S&SP. After six months on layoff, you could make up savings of 7 percent of \$9,000, or \$630. When you do, the company matches your savings with \$315.

The following month you can withdraw your make-up savings of \$630 and the company match of \$315.

"In effect, the plan is providing an employee who's laid off for half a year an extra 3.5 percent of six-months' pay. All you have to do is make a brief deposit in S&SP and fill out some papers. It usually takes about three weeks for you to get your money back," says Schaadt.

Make-up savings also can be made the following ways: 1) in installments over a period of not more than 12 months after return to work, 2) in a lump sum not later than one month after return, or 3) in any combination of these methods acceptable to the company.

- S&SP Life Insurance can be continued up to one year during layoff by paying 1 percent of your normal straight-time earnings monthly in advance. Coverage continues for 31 days after service is broken. During that time, you can obtain a conversion policy.

Insurance protection continues

"An important and valuable part of the GE benefits package is the fact that many insurance coverages continue during layoff," says Schaadt.

For instance, your GE Life and Comprehensive Medical Coverage will continue without payment of premiums for up to one year or until your service is broken if sooner.

Weekly Sickness and Accident

benefits will be payable for any disability that begins within 31 days of the date you are laid off.

Likewise, Long Term Disability Insurance coverage, if you have it, continues for 31 days after layoff without employee contributions. Disabilities that occur after 31 days of layoff, however, are not covered and protection is not continued beyond that point.

If you have three or more years of service at the time you are laid off, your Dependent Medical Insurance Coverage will be continued for up to one year without payment of premiums. If you have less than three years of service, you can continue the coverage by paying premiums monthly in advance.

Conversion policies available

At the end of one year on layoff, or earlier if service is broken, you may convert your life and medical coverages to private, pay policies. You must apply for a conversion policy within 31 days of the time you become eligible for a conversion policy. No proof of insurability is required.

Laid-off employees may continue Dependent Life Insurance coverage by paying premiums monthly in advance for as long as their continuity of service is maintained.

If you have Personal Accident Insurance, coverage will continue for up to one year or until service is broken, if sooner, provided you make necessary payments in advance.

Dental coverage: some differences

"There are some differences in dental coverage for laid-off employees," points out Schaadt. "That's why, when it comes to the Dental Assistance Plan, it may be advantageous for employees to

make use of the preventive-type coverages within 31 days of layoff," says Schaadt.

That's because coverage of Types I, II and III expenses continues for the first 31 days of layoff only. Included are examination and cleanings (up to twice per year), full mouth X-rays (once every three years) and bitewing X-rays (twice in a calendar year), as well as fillings and certain fixed bridgework and dentures. You should refer to your Dental Assistance Plan booklet for more information on this coverage while you are laid off.

Coverage continues for a year on Types IV-VII procedures such as root canal therapy, treatment of the gums, oral surgery and treatment of accidental injury to teeth and gums.

IDP—tuition refunds

Employees with six months of service credits prior to layoff, can take advantage of the tuition refund provisions of the Individual Development Plan.

"Many employees have taken advantage of layoff periods to improve their job skills," says Schaadt.

Employees are eligible for IDP benefits as long as they still have recall rights on the day the class is scheduled to begin.

In addition to tuition refund, employees who are unemployed and not qualified to receive unemployment compensation because they are attending school full time are eligible to receive a training allowance. This training allowance, equal to half of the employee's normal straight-time weekly pay, is paid while the employee is attending a company approved education program.

The training allowance is computed in accordance with the Income Extension Aid Plan until IEA eligibility runs out.

"Many employees have taken advantage of layoff periods to improve their job skills."

Income Extension Aid

Employees with at least two years of continuous service are eligible for Income Extension Aid benefits equal to 60 percent of weekly pay including unemployment benefits.

IEA benefits take effect when you've been laid off at least one calendar week provided you are receiving unemployment compensation. Employees who have exhausted unemployment benefits will receive a full 60 percent of normal weekly pay until their total IEA eligibility runs out.

You are entitled to a total IEA benefit of one week's pay for each full year of continuous service and one-quarter of one week's pay for each additional quarter of a year of service.

If your benefits under the IEA Plan are not fully paid after a year on layoff, when your service is broken, the balance of your benefits will be paid to you in a lump sum.

Medical, exposure records available to employees

To operate its business and comply with government requirements, General Electric maintains many types of personal information about employees, including medical and exposure records.

GE also protects employees' right to privacy through procedures outlined in a series of Fair Information Practices Bulletins, which are management guidelines for determining who has access to such information.

Under these Fair Information Practices, General Electric employees have the right to inspect most personal information pertaining to themselves which is maintained in company record-keeping systems. This includes the right of access to their medical records and exposure monitoring data.

In 1980, the Occupational Safety and Health Administration (OSHA) published a regulation regarding access to employer-maintained medical and exposure records. The regulation applies to employees who work in areas where exposure to toxic substances or harmful physi-

cal agents is possible. The right of access extends to employees, their designated representatives and to OSHA.

Medical records contain information about an employee's medical history and health status, while exposure records contain information concerning an employee's possible exposure to toxic substances or harmful physical agents. Both types of records are located in Medical Clinic (Dispensary), and Dr. Ronald W. Barr, M.D., is responsible for maintaining these records.

The complete text of the "OSHA Permanent Standard for Access to Employee Exposure and Medical Records" is available for review in offices of the following people: Francis Harter, STD; Everett Cooper, GPM, Broadway; Jeff Cary, HMO, Building 18-4; Jim Hawthorne, GPM, Taylor Street; and Mark Jackson, GPM, Winter Street.

The General Electric Fair Information Practices Bulletins are available for review in plant employee relations or finance offices.

Ivy Tech opens registration for classes

Registration for classes at Indiana Vocational and Technical College (Ivy Tech) is under way for the quarter that begins Nov. 16.

If you are interested in updating

your job skills, check with your employee relations representative for information on Individual Development Program and tuition refund benefits available to employees.

Apprentice alumni slate Nov. 9 banquet

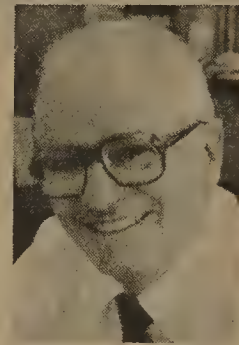
The GE Apprentice Alumni Association Banquet will take place Tuesday, Nov. 9, at Shiloh Hall.

Advance reservations are required. For information, call Dave Bailey, Ext. 2010, or Jack Kies, Ext. 2024.

40 years of service



Donald Zumbrun
PSO, Bldg. 26-3



Joe Raupfer
HMO, Bldg. 18-4



Marion Miller
GPM, Broadway



Alice Klingel
GPM, Broadway

Nov. 1 retirees share their plans

Ruth C. Nuttle retires with 42 years of service. Her first assignment was miscellaneous finishing, GPM, Building 4-2. Her final assignment was inspection, GPM, Taylor Street. "I am planning to do volunteer work and to enjoy my retirement."



Doretha L. Baker retires with 16 years of service. Her first assignment was packer at GPM, Taylor Street. She retires as a stacker from Power Supply Operation, Building 26-3. "Thanks to all the GE benefits, we can now spend our winters in Arizona and summers in Indiana."



Also retiring is Robert D. Wildermuth, supervisor of customer receivables, GPM, Taylor Street.

GE auction Saturday

The GE public auction of surplus tools, fixtures and equipment will begin at 10 a.m. Saturday at the Taylor Street salvage yard.

Gates will open at 9 a.m. Sales will be for cash only.

Adlets

RIDE WANTED

TRI-LAKES OR CHURUBUSCO TO BDWY, 3:30 p.m. to 12 midnight. 1-691-2118.

FOR SALE

MOVING & GARAGE SALE, 124 Pursley, Oct. 28, 29 & 30.
PREMIUM RADIAL SNOW TIRE on 15" rim, reasonable. 486-6636.
'77 OLDS CUTLASS WAGON, ex. cond., power, air, new radials, \$3,500. 672-3659.
DECORATIVE CURTAIN ROD, 53"-96", wood-grain. 432-8644.
32" ALUMINUM STORM DOOR w-attached frame. 486-2862.
'79 OLDS 88 HOLIDAY CPE, 33,000 miles, 20 plus MPG, perfect, \$5,900. 483-6217.
GIRL'S 26" SCHWINN BICYCLE w-baskets, generator & lights, \$45. 747-5461.
'67 MUSTANG, body perfect, red, best offer. 489-5903.
LIKE NEW, deerskin lady's oxfords, sz. 7A. 447-1153.
MISC. BICYCLE PARTS; prtbl TV std; 3D stereo & std. 639-6477.
MOBILE HOME STEPS, Brandstrator platform - 3'x5'. 693-9496.
'70 HONDA 750, basket, orig. frame, chop frame. 483-9374.

HUMIDIFIER, Wards, auto, 14 gal., like new, \$50. 456-4267.
STEEL BELTED RADIAL TIRES, 2, FR78-15. 745-2120.
'79 CHRYSLER LEBARON, 2-dr. Medallion, air, stereo w-cass. 485-2103.
SNOW TIRES, 2, 700x13, mtd on whls for Vega, good cond., \$30. 745-7161.
SAWS: band, miter, radial, scroll; hand grinder. 447-4066.
MEN'S CLOTHING: winter coats, suits, suede jacket, sz. 40. 745-1630.
APT. SIZE WASHING MACHINE, gold, ex. cond., approx. 4 yrs. old. 483-8276.
FENDER MIRRORS for towing recreation vehicle, \$8/set. 484-2888.
BAR & STOOLS; coat rack; misc. Christmas items. 432-1066.
FOLD-DOWN CAMPER; cello; garden hand plow. 485-4549.
FENDER STRATOCASTER, 2 yrs. old, good cond., \$550; tremolo w-case. 424-2908.
CHROME SIDE RAILS for pick-up truck; view mtr & slide viewer; 2 clarinets. 489-6223.
COLONIAL SOFA, bwn tweed, 89", loose pil-

low arms. 637-6857.
LIKE NEW, tan desk phone, \$15. 447-1153.
HAMMOND ORGAN, almost new, dbl keyboard, auto, vari-rhythm, music books, \$1,675. 747-4745.
MAN'S LEATHER COAT, tan, sz. 40, like new. 483-0117.
MARTIN BIRDHOUSE & pipe, adjustable, good cond., \$25. 424-6826.
CHEST FREEZER, 4'x4', good cond. 484-3450.
HUNTINGTON BOW & ARROWS, ex. cond. 432-6150.
MIRROR, 36"x29", beautiful, gold ornate frame, \$50. 432-2896.
SOFA, 78", soft green, Dunbar constr., very good cond., \$125. 456-1582.
FIREWOOD by rank or cord. Seasoned hardwood. 489-3824 or 489-5670.

WANTED

SHOTGUN, 16 ga., dbl barrel or pump. 747-5902.
LIONEL & American Flyer Trains, any cond., aft.

5 p.m. 1-724-8011.
INDIANA LICENSE PLATES, older than 1962. 745-1645.
CAP FOR TOYOTA TRUCK. 432-3401.
OVERHEAD GARAGE DOORS, 9'x9' or 9'x7'. 693-3724.

FOR RENT

TWO BEDROOM HOUSE, near GE, \$160/mo.; 1 bdrm apt., clean, \$145/mo. 444-8003.

SERVICE

SWEETCAKES THE CLOWN, all occasions, magic show & face painting. 445-8453.
WILL CLEAN YOUR HOUSE OR APT., experienced, refs., reas. 747-5531.

FREE

TO GOOD HOME, parakeet; Schnauzer, male. 484-0107.
GOOD HOME FOR GOOD DOG, mixed, female, 5 yrs. old, shots. 483-5139.

Bowling

Baker bowls 288

Kirk Baker of the Small Motor League bowled a 288 game and a 634 series in the GE Club for high game of the season so far.

League Summary

Tues. Afternoon Ladies		Small Motor	
Delores Fox (210)	559	Kirk Baker (288)	834
Janie Fischer (212)	552	Larry Loe (213)	600
Jeanette Cook (191)	544	Don Oetrowski	228
		Francie Harter	215
		Weyne Spratt	218
		Buck Somers	212
		Jim Welke Sr.	211
		John Hunnicutt	210
GE Office		Seniors League	
Jim Plemens	223	Ruth Aker	201
Deve Knepple	223	Ardole Metker	180
Brent Cleveland	221	Carl Metker	203
Bob Rietdorf	212	Bill Dehnert	200
Fri. Nite Ladies			
Thekle Pepen (187)	543	Herbert Winter	207
Mary Crum (190)	502	Scudder Cheney	220
Donna Treesh	203	Bruce Kiner	210

In memory

Norman Van Emon, Bluffton, died Oct. 20. He was a sweeper at the Wire Mill prior to retiring in 1969.

Charles R. Richardson, 6027 S. Bend, died Oct. 19. He was a Borematic operator at GPM, Taylor Street, before retiring in 1980.

John N. Cavanaugh, 2511 Forest Valley Dr., died Oct. 18. He was an Inspector first class at GPM, Taylor Street, prior to retiring in 1979.

*ADLETS

GE NEWS BLDG. 18-3
NO ADS TAKEN BY PHONE

INDICATE TYPE OF AD HERE:

- | | |
|-------------------------------------|---|
| <input type="checkbox"/> For Sale * | <input type="checkbox"/> Ride Wanted |
| <input type="checkbox"/> Wanted | <input type="checkbox"/> Riders Wanted |
| <input type="checkbox"/> For Rent * | <input type="checkbox"/> Lost |
| <input type="checkbox"/> Free | <input type="checkbox"/> Found <input type="checkbox"/> Service |

(PLEASE PRINT NEATLY)

Ads must be received only on this form by noon Friday for publication Thursday. You may submit only one adlet per issue of the GE News. No more than 40 letters per adlet, please. Print phone number only on line indicated below. Property advertised must be available without regard to race, creed, national origin or sex.

Name _____
Address _____ City _____
Home Phone _____ Bldg. _____

* The item(s) referred to in this ad are in no way connected with any business venture

Signature _____



The choice is yours Tuesday

Tom Wyss, zone manager for distributor sales at GPM, points to this Election Day's slate of candidates and says, "One of the most important things a person can do is vote." Wyss, who serves on the Allen County Council, is not a candidate, but he urges employees to vote on Tuesday, Nov. 2. Polls will be open from 6 a.m. to 6 p.m.

United Way

Continued from Page 1.

order rate trends indicate "our business may have hit the bottom of this recession. We anticipate a slow, arduous recovery from our current low employment levels during 1983, and this should provide some increase in employee contributions to ECSF."

With that forecast in mind, the ECSF Board voted Tuesday not to hold back any reserves, but to pledge the full \$215,000 of expected employee contributions.

The total \$333,000 employee-company pledge is 8% of the community goal and the largest gift in Allen County.

In reviewing the campaign, Dave Wang of the ECSF Steering Committee noted that 49 non-contributors became givers during the drive. This increased total participation to 85% of the workforce.

Also, 85 employees were added to the list of percentage givers, whose contributions go up and down with pay.

Last call for basketball players, teams

GE Basketball League Manager Carl Clancy has issued an appeal for basketball players. He asks that anyone interested in playing GE Club basketball this winter who's

Wang said, "All this was accomplished in a poor business year thanks to the support of the unions, management and employees."

Merle Rocke, Chairman of the Major Firms Division of the United Way campaign, called the GE results "incredible."

"Your success is a model for the rest of the firms in this community," he said.

Darlene Schibley, IAM Lodge 70 representative, and Phil Coleman, IUE Local 901, assisted in making campaign awards. Coleman said, "We thank everyone who participated in a job well done." The awards were as follows:

The Traveling Trophy for the department with the highest per capita giving level in each employee group solicited — HMO; **Best Improvement** — GPM (large department) and SMD (small department); **Top Participation** — HMO (large department) and CSD (small department); **Best Communication** — Dwight Mosley, MTO.

not on a team call him on Ext. 3485.

In addition, Clancy is holding a second organizational meeting for team captains Tuesday, Nov. 2 at 6 p.m. in the GE Club trophy room.

Deadlines near for S&SP insurance, payout notice

The end of October signals two important deadlines for employees involving the Savings and Security Program.

Employees eligible for the January 1983 payout of 1979 savings must make any changes in their registrations or payout elections by the end of October. Changes should be made on Part 2 of the **Holding Period Distribution Notice** and turned in to your payroll office by Nov. 1.

Employees also should make sure their payouts will be mailed to the correct address by checking the address on the notice. Address changes may be made any time.

In addition, Oct. 31 is the last day for employees to take advantage of

the one-time-only open enrollment period offered in October for **S&SP Life Insurance**.

All employees may obtain the additional life insurance protection offered through S&SP without having to show evidence of good health — but they must act in October to take advantage of this special open enrollment.

The only other times employees have an open enrollment opportunity are within 31 days of the date they become a GE employee or within 31 days of their marriage.

Before making decisions concerning S&SP, employees should study their Employee Benefits Plan Document, the Summary Plan Description and the S&SP Prospectus.

COMING NOV. 18 and 19

10 a.m. to 8:30 p.m.

THE ANNUAL EMPLOYEE STORE FALL FESTIVAL

Free Refreshments

pop - potato chips - peanuts - popcorn - pretzels

DOOR PRIZES

Drawing each hour. You need not be present to win

The following prizes will be given away: smoke alarm - mixer - radio - clock - tape recorder - electric knife - hair dryer - toaster - curling iron - Circlite 100/50



Factory representatives from GE consumer product departments will be available for individual consultation.

Come in and see our new products: water heaters - humidifiers - Atari games - lamps - deep fryers - stereos - bag sealers and more!

There will be special pricing on new and factory reconditioned merchandise during this event.

**YOUR EMPLOYEE STORE
1030 Swinney**

BULK RATE
U.S. POSTAGE
PAID
FORT WAYNE, IN
Permit No. 40

Mail, Inc.
1050 S. Anthony Blvd.
Fort Wayne, IN 46803
Address correction requested
(For quickest response, please mail all non-intracompany address changes directly to Mail, Inc. at the address printed above. Be sure to include both your old and new addresses indicating zip codes for each.)

General Electric News

NOVEMBER 4, 1982

FORT WAYNE, INDIANA

VOLUME 64, NO. 42

Zero defects? GPM proving it can be done

"We want the motors we build to go out just like we were going to buy what we make," says Gini Ward, leading operator at GPM Broadway.

That attitude toward quality is not unusual, but GPM's Pilot Zero Defects Program is.

The first things a visitor to the small AC area notices are the pink cards that fly like flags on motors destined for Hewlett-Packard, the computer manufacturer.

"These cards are signed by each employee who works on the motors, and they go with every motor to the customer," notes John Foster, quality auditor.

"By stamping the card, employees are saying they have inspected their own work and it is perfect," says Dianne Girardot, instructor. "If there is a problem, we can trace it and get it solved before the motor gets to the end of the line. It also gets people more involved," she adds.

"It makes quality everyone's responsibility. I feel this is the only way we are going to get business back. If a customer buys a product that is bad, they probably won't buy another one."

Hewlett-Packard is GPM's pilot customer in the Zero Defects Program, says John Baughan, quality control manager for GPM, Broadway. "Since we started this program in March our image with Hewlett-Packard has changed from marginal supplier to a supplier that is highly regarded for its quality."

In fact "GPM is considered the quality success story of the year at Hewlett-Packard" says Dave Berges, GPM manager for Data Communications and International Sales. Dave recently attended a quality seminar and workshop at the Hewlett-Packard plant in Boise, Idaho, where, he says, "Praise for GE was universal."

Baughan notes, "We haven't had a motor fail the customer's strict standards since we began the program."

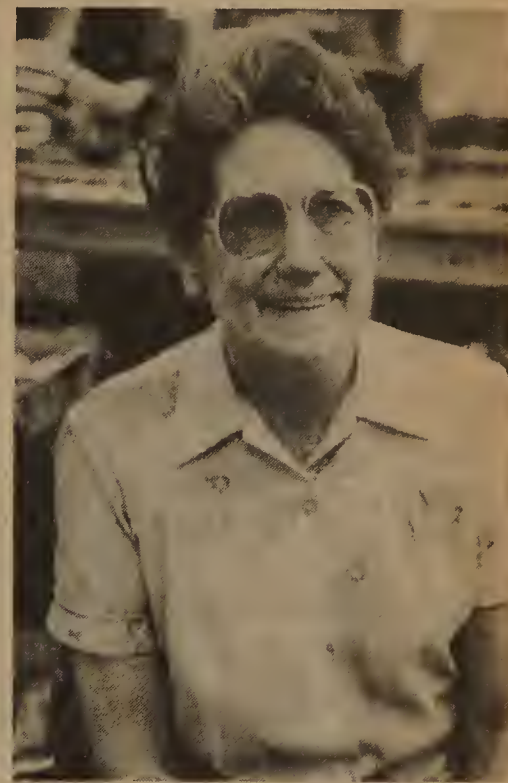
Regained ability to bid

One reason GPM chose Hewlett-Packard (HP) was because GPM had lost the right to bid on new orders due to quality problems.

"Now we are in a position to bid when the economy turns around and HP's business improves," says Baughan.



Quality Auditor John Foster checks the pink cards attached to motors headed for Hewlett-Packard.



Gini Ward, leading operator, says GPM employees build motors as if they were going to buy them.

Another reason HP was chosen is that it serves the data processing industry, which is expected to grow rapidly in the 1980s.

Jim Stehlik, quality control manager for all of GPM, explained the program earlier this year to local
See ZERO DEFECTS, Page 4.

What to do when severe weather strikes



Weather Specialist Tom Stevens, WANE-TV, is predicting a somewhat colder winter with about the same amount of snow as last season. Employees should tune in designated radio and TV stations when severe weather occurs to find out if GE work schedules are affected.

AM 1190 1250 1380 1450
FM 102

"Six inches of snow fell on the Summit City over night and more is expected during the day. Driving is hazardous."

If the winter of 1982-83 is anything like the two previous winters, GE employees will be hearing weather announcements like that again in the months ahead.

Normally, GE employees are expected to work on days when it's snowing, but when abnormally severe weather strikes emergency action may be taken.

Here's what to do if severe weather occurs:

- **Production employees** — When a significant number of employees are unable to report to work, normal production operations cannot take place. When this occurs, the message will be released to radio and TV stations that "Fort Wayne GE production workers should not report." If there is no such announcement, production employees will be expected to report at the beginning of their regular shift.

- **Wire Mill employees** — The Wire Mill is a continuous shift operation and will continue production operations during weather emergencies. Wire Mill employees

will be expected to report to work if they can do so safely.

- **Other hourly employees** — Certain hourly work such as tool room and maintenance work can take place even when production operations are suspended. Employees in these classifications will be advised by their supervisors that they should report, if they can do so safely.

- **Salaried employees** — Since production shutdowns seldom prevent salaried personnel from performing their work, they are expected to report if they can do so safely — even when it is announced that production workers should not report.

- **Update telephone numbers** — All employees are encouraged to inform their supervisors of any changes in their telephone numbers in case such weather emergencies occur.

- **Tune in** — AM radio stations asked to make GE weather-related announcements include: WOWO 1190, WQHK 1380, WAFX 1450, WEZV FM102 and WGL 1250. GE announcements also go to television stations WPTA Channel 21, WKJG Channel 33 and WANE Channel 15.

City firefighters find Broadway facilities 'well protected'

A GE employee spots a small fire in a wastebasket and pulls the alarm. Guards open the emergency gates and 20 firefighters on city trucks roll through.

While the response may seem like overkill, it's exactly what will happen from now on any time an alarm is pulled in a Fort Wayne GE plant.

Previously city firefighters did not respond during first shift until a GE guard verified the alarm. "While we don't want employees to hesitate pulling an alarm if there's a fire, said Supervisor of Plant Protection Bob Walt, "they should know that seven vehicles will automatically respond."

Ron Brown, operations officer for the Fort Wayne Fire Prevention Bureau, added "We'd rather go to GE and find a small fire already out, than to wait for a second alarm and find a fire that's out of control."

Firefighters tour Broadway

Brown and city firefighters from Stations Nos. 1, 2, and 3 recently toured the Broadway plants to re-familiarize themselves with the facilities. "Already knowing the buildings and the location of hazard areas would save a lot of time in an emergency," said Brown.

Walt said the company decided to go on the first alarm system for two reasons. First, there are fewer employees at work to discover a fire; and, second, there are fewer trained to put them out.

"As an example," said Walt, "a year ago at Broadway we had 250 volunteer firefighters. Now we have about 120."



Fort Wayne Fire Department Captain Barry Jacobs (at left in both photos) was one of several city firefighters who recently toured Broadway GE facilities. In the photo at left, Jacobs reviews a map of hazardous areas with Bob Walt, supervisor

of plant protection. After the tour, Brown said he's always been less concerned about fire at GE than at some other places in town.

"I was most impressed with the housekeeping and the overall tidiness I saw during this tour," Brown said. "For a place the size of GE, it's remarkably free of hazards."

"GE is well protected because of the comprehensive sprinkler system and the quality of the company fire brigade," continued Brown. He added that the roof-top fire on Building 17 last November was unique in its ability to spread because it was above the sprinkler system.



of plant protection. At right, Jacobs and Platoon Captain Mike Periguey speak with Pat Lee, a mechanical inspector at HMO, Building 17. City firefighters are scheduled to tour the Taylor and Winter Street plants later this year.

"If it had been anywhere else but the roof" said Brown, "it probably would have been out before we got there."

Nevertheless, that fire does point out there can never be too much caution, said Walt. He asked employees to continue their housekeeping efforts and to report fire hazards to any guardhouse. Employees may also call the GE emergency extension, 3311.

Walt and Brown reminded employees that fire prevention is everyone's responsibility. "After all," said Walt, "a major fire is a threat to our business and our jobs."

Baldor, a GE competitor, focuses on growth markets

Baldor Electric Co., a GE motor competitor based in Fort Smith, Arkansas, expects its third-quarter profit to be lower than last year's, but anticipates a turn-around beginning in the fourth quarter.

For the 1981 third quarter the company reported earnings of \$3.1 million on sales of \$42 million, or 7.4 cents per \$1 of sales.

The Wall Street Journal reported that, unlike previous recessions, the current year-long downturn has hurt

all industries served by Baldor, not just a few.

Leading the turn-around for Baldor will be the food industry, said Roland S. Boreham Jr., president, chairman and chief operating officer for Baldor. Electric motors for food processing and packaging account for about 20% of the company's sales, he noted.

Boreham also expects other electric motor users to increase orders in 1983. These include robot producers, medical equipment makers,

photo-processors and computers used to control machines.

A large part of the company's \$3.5 million research and development budget for 1982 is being used to improve Baldor's ability to "marry" motors and computers, Boreham said.

He added that the company is planning to purchase a maker of small, specialized motors to allow Baldor to penetrate the market for computer peripherals and recording equipment.

Engineers invited to join Fort Wayne GE association

Engineers wishing to join the Fort Wayne Association of General Electric Engineers may do so by contacting one of the following persons:

Dick Beard, 18-3; Bob Brehse, 26-2; Dan Ewing, 19-2; Ramesh Gandhi, Wire Mill; Walt Hein, 31-2; Roxann Kimball, Taylor Street-1; Bob Langdon, 19-5; Al Ostrogna, Taylor Street-3; Jim Stewart, 4-6; or Mary Watson, Taylor Street-2.

Present members are reminded that dues will soon be collected by their contact persons.

FALL FESTIVAL NOV. 18 AND 19

This Year's Fall Festival Features Will Include Food Processor And Counter Top Oven Demonstrations By Home Economists.

Special Purchase Of Many Items Including A Truckload Of Atari's And Game Cartridges Direct From The Factory — Symphonic Stereo Factory Direct From Los Angeles, Calif. — GE Class "E" Audio & Housewares From The Service Center In Utica, New York — Plus There Will Be Special Discounts On Many Of Our New Class "A" Housewares & Audio Products.

DON'T MISS THIS SPECIAL 2-DAY EVENT!!!

Remember — November 18th & 19th From 10:00 A.M.-8:30 P.M.
At Your Fort Wayne GE Employee Store



John Hofmeister assumed his new responsibilities Oct. 11 at GPM.

Hofmeister new GPM relations manager

John Hofmeister has been named employee relations manager for General Purpose Motor Department and assumed his responsibilities Oct. 11.

Hofmeister comes to Fort Wayne from GE headquarters in Fairfield, Conn., where he worked in the National Union Contract Operation for two years. Prior to that assignment, he was employee relations manager for GE's Locomotive Operation in Grove City, Pa.

He has had other employee relations assignments in Richmond and Lynchburg, Va., and in Cleveland, Ohio.

A 1975 graduate of the GE Relations Management Program, Hofmeister received bachelor's and master's degrees in political science from Kansas State University.

Disabled, Vietnam era veterans invited to seek affirmative action

The General Electric Company is required by federal law to take affirmative action to employ and advance **qualified disabled veterans and Vietnam era veterans**.

This applies to current employees and, when GE is hiring, to job applicants.

If you want to be considered for affirmative action, you should fill out forms available at the Central Employment office on West Broadway and in plant employee relations offices.

Copies also are posted on bulletin boards throughout Fort Wayne GE.

"A Vietnam Era veteran" means a person who:

- served on active duty more than 180 days, any part of which occurred between Aug. 5, 1964, and May 7, 1975, and was discharged with other than a dishonorable discharge, or was discharged from active duty during that period for a service connected disability.

- was discharged within 48 months preceding any alleged violation of the Vietnam Era Veterans Readjustment Act of 1974, the Affirmative Action Program clause and/or the regulations.

A "disabled veteran" is a person entitled to disability compensation under laws administered by the Veterans Administration for dis-

ability rated at 30% or more, or a person whose discharge or release was for a disability incurred or aggravated in the line of duty.

A "qualified disabled veteran" means a disabled veteran capable of performing a particular job with reasonable accommodation to his or her disability.

The forms allow individuals to describe any knowledge or skills they have which might qualify them for jobs they might not otherwise be able to obtain due to their disability. It also allows them to suggest accommodations which could enable them to perform such jobs properly and safely.

"Submission of this information is voluntary and may be made at any time," says Cal Keys, manager of affirmative action programs. Refusal to provide such information will not subject an employee to discharge or disciplinary action.

Information obtained will be kept confidential except that: (1) supervisors or managers may be informed about work restrictions or accommodations; (2) first aid and safety personnel may be informed when and to the extent appropriate if the condition might require emergency treatment; (3) government officials investigating compliance with the Act will be informed.

Bingo slated Nov. 13 at GE Club gym

This fall's second GE Club Saturday night bingo is scheduled for Nov. 13 at 7:30 p.m. in the Club

gymnasium. Prizes are given away, and all employees and pensioners are invited to attend.

40 years of service



Warren Antoinette
AMO/MTO



Frank Treece
AMO/MTO, 19-2

Trap and skeet shooters wanted

The GE Club Trap and Skeet League is looking for new participants as the 1982-83 season gets under way.

For more information contact Les Palmer (747-6682), Ben Miller, Decatur (547-4460), or Carl Nix, Columbia City (396-2306). Those interested are also invited to Bentz Shootery on Wednesday, Nov. 10, at 7 p.m.

According to Nix, the length of this year's season will depend on employee interest.

Sidewalk repairs begin

Sidewalk reconstruction was scheduled to begin this week in front of the GE Club and the Employee Store on Swinney Avenue.

GE will spend about \$11,100 to replace the walks between the store and Broadway. Construction is expected to take about two weeks depending on the weather.

Adlets

FOR SALE

HUNTING COAT, sz. 44; pants, sz. 38; waterproof parka & pants, sz. 44. 747-5902.

77 OLDS CUTLASS WAGON, ex. cond., power, air, new radials, \$3,500. 672-3659.

SAWS: band, miter, radial, scroll; Dremel hand grinder. 447-4066.

LAZAAR, Faith U.C.C., 10707 Coldwater, Nov. 6, 10-4 p.m.

70 LTD WAGON, new tires & batt., dependable, \$250 or offer. 489-6826.

TRUCK CAP for small pick-up truck, 5'x6'4". 485-5141.

ALUMINUM SLIDING PATIO DOORS & WINDOWS, 6'x4' & 4'x3'. 483-4540.

6' STEURY BOAT, fiberglass, Johnson controls, no motor or trlr, \$100. 489-9168.

78 DODGE WINDOW VAN, 318, auto, carpet, no air, ex. cond., \$3,200. 483-2098.

IE RANGE HOOD, 30", avoc., new, \$85; baby wind-up swing, \$10. 432-2200.

COMBINATION SQUARE, 12", \$1.50. 745-2120.

TWIN BEDS, \$100; dresser, \$25; desk, \$10. 447-2867.

COLOR TV, 19", solid state, w-stand, good, \$200. 486-2558.

'73 TORONADO, best offer, aft. 3 p.m. 747-5791.

LADIES' SHOES, 2 pr., sz. 7B, ex. cond., \$5/pr. 485-9244.

POOL TABLE, \$150; upright piano, \$300, or best offer, good. 693-3640.

'72 HAMMOND ORGAN, Model 324, good cond., best offer. 447-5789.

HUMMEL MOTHER'S DAY PLATES, '75-'81; 1937 cedar chest. 483-8685.

TOASTER, \$10; Schick dome hair dryer, \$10; deluxe prtbl typewriter w-case, \$60. 747-3871.

WROUGHT IRON DINETTE SET, blk, good, \$40, aft. 5 p.m. 456-6000.

SMALL HOUSE, near Southtown, \$4,900, cash or terms. 485-5602.

'72 MALIBU, 350 V-8, auto on floor, PS, PB, aft. 5 p.m. 747-1074.

CLARINET, wood, \$90; bumper pool table; elec. range, \$25; go cart; roller skates; 15' Glastron boat. 747-0241.

New deadline for Adlets

Until further notice, Adlets received by noon Friday will be published in the following Thursday's GE News.

16 FRAMES w-screens and storm windows, approx. 48"x48". 745-5036.

ARTIFICIAL CHRISTMAS TREE, 8', \$50. 749-8975.

10 GAL. FISH TANK & STAND, complete w-fish. 485-4617.

WANTED

'73-78 ECONOMY SIZE CAR, good condition. 485-2520.

CLARINET in good condition. 747-5236.

M&M STAMPS, trade S&H stamps. 456-1089.

PLYWOOD or wood paneling for attic floor. 745-1645.

FOR RENT

TWO BEDROOM HOUSE, Blue Lake, furnished, \$175, utilities & deposit. 432-4798.

TWO BEDROOM HOUSE, South, appliances inc., deposit & utilities, aft. 1:30 p.m. 456-3226.

SERVICE

BASEMENT WALLS & FLOORS repaired/replaced, licensed & ins., eves. 446-5643.

INTERIOR PAINT & PAPER, gutters fixed. 422-1752.

*ADLETS

GE NEWS BLDG. 18-3
NO ADS TAKEN BY PHONE

INDICATE TYPE OF AD HERE:

☐ For Sale* ☐ Ride Wanted
☐ Wanted ☐ Riders Wanted
☐ For Rent* ☐ Lost
☐ Free ☐ Found ☐ Service

(PLEASE PRINT NEATLY)

Ads must be received only on this form by noon Friday for publication Thursday. You may submit only one adlet per issue of the GE News. No more than 40 letters per Adlet, please. Print phone number only on line indicated below. Property advertised must be available without regard to race, creed, national origin or sex.

Name _____ City _____
Address _____
Home Phone _____ Bldg _____

* The item(s) referred to in this ad are in no way connected with any business venture

Signature _____

In memory

Lawrence J. Suelzer, 4321 S. Wayne Ave., died Oct. 25. He was a stockkeeper at GPM, Winter Street, before retiring in 1973.

Harold C. Kiel, 510 Greenlawn, died Oct. 24. He was a lathe operator in HMO, Bldg. 17-2, prior to his retirement in 1970.

Florence Z. Purdy Brush, Fremont, died Oct. 1. She worked in STD prior to her retirement in 1949.

William H. Lloyd, 3401 Harvester Ave., died Oct. 20. He was an inspector at GPM, Winter Street, before he retired in 1972.

Bowling

Friday Nite Ladles		Seniors League	
Gertie Jones (182) (183)	524	Hilda Marks (193)	505
Liz Papen (194)	508	Verna Snyder	181
Alice Jonea	200	Russ Aker	210
Ronda Barva	191	Carl Metker	215
Apparatus		GE Office	
Don Hoffman (215) (212)	827	Steve Scherer	236
Norm Pape (237)	601	Dave Gerardot	235
Ray Junk (211) (225)		Phil Hill Jr.	210
Small Motor			
Max Gelselman	212	Gil Baker (256)	628
Steve Whearley	210	Charlea Cook	223
Ed Bienz (221) (212)		Jim Weiks Sr.	211
		Ron Cox	212

Gepfert receives three extra paychecks each year

Have you ever thought how much better off you would be if you could keep 100% of your gross pay instead of having all those deductions?

Or what if you could receive up to 55 paychecks a year instead of 52?

Bill Gepfert, welder and sheet metal worker in Building 27, STD, has been doing both for years. His secret?

"Vacation banking. I've been in it since it started," he says. "I'm eligible for six weeks of vacation and 10 paid holidays plus personal days. So even by banking three weeks of my vacation, I still have plenty of time off."

By working three of his six vacation weeks, Bill receives a regular paycheck for each of those weeks just as he would if he had taken the time off. In addition, three weeks of his gross pay is "banked" in the Savings and Security Program's special Retirement Option Account.

No deductions from pay

"Not a cent is deducted from those three extra weekly paychecks," notes Bill. "So if a guy makes \$500 a week and saves three weeks, that adds up to \$1,500."

Bill is not a regular participant in the Savings and Security Program. But he figures he will have a substantial nest egg for retirement

just from his vacation banking over the years.

"Some of the young guys rib me about vacation banking," he says, "but a guy has to plan for himself and not worry about what others say."

Bill has invested all his vacation banking savings in GE stock and is pleased with the results. "I bought a lot of shares when the stock was at \$56. Now it's worth \$84. I figure I'll have a nice income just off the dividends when I retire."

Employees also may choose to put their money into the S&S Long Term Fund, U.S. Savings Bonds or the S&S Mutual Fund.

Glad he planned ahead

Bill has spent all 42 of his GE years in the fabrication section of STD, and at age 64 he says he still enjoys his work. With retirement around the corner, he is glad he planned ahead and saved for retirement.

"I think a lot of the younger people would benefit later on by banking part of their vacation, but that's a personal decision. I believe opportunity only knocks once, and you have to take advantage of it."

For him, vacation banking has provided the opportunity to build a retirement nest egg, and he has taken full advantage of it over the years.



Bill Gepfert, STD, is using Vacation Banking to build a nest egg for retirement.

Nov. 30 is deadline for vacation banking decision

If you're eligible for more than three weeks of vacation, Nov. 30 is an important date. It's the deadline for deciding whether to use the Vacation Banking feature of the Savings and Security Program.

What is Vacation Banking? In effect it allows eligible employees to get double pay for the vacation they bank. Under Vacation Banking you can bank some, or all, of your vacation in excess of three weeks — or the amount in excess of the primary shutdown where you work if it's longer than three weeks.

Who's eligible

You're eligible for Vacation Banking if you are eligible for more than three weeks of vacation — even

though you don't participate in S&SP through payroll deduction.

Walt Nielsen, manager of payroll here in Fort Wayne, explains what happens when you "bank" vacation:

"GE puts the pay for those banked vacation days into your Retirement Option Account in the form of the S&SP securities of your choice. If you don't have an S&SP Retirement Option Account, one will be opened for you. You then work a normal schedule during the days you have banked and you get normal pay for that period. So, in effect, you're being paid twice for the banked vacation — once with the check for working, and once with the vacation pay going into your

Retirement Option Account. An additional benefit is that no deductions are made from your pay that is banked, so the entire amount of your gross pay goes into your account."

Securities in your Retirement Option Account from vacation banking are paid out when you retire or leave the company, as are all securities in your ROA, Nielsen explains.

Your investment grows

"Your securities collect dividends and interest while they're in your ROA, and, you aren't taxed on any of your vacation banking pay until it's paid out to you."

Some employees have asked,

"why the Nov. 30 deadline for the decision instead of sometime next year?"

Nielsen explains:

"First, government regulation requires this kind of advance decision in order for GE to provide this kind of benefit. Second, GE managers need to know well in advance just who will be using vacation banking so they can set work schedules next year."

Necessary forms for applying for Vacation Banking were to be distributed to eligible employees this week. Forms also can be obtained from Personnel Accounting, Building 18-1, if you do not automatically receive them.

Zero defects

Continued from Page 1.

union leaders.

"Quality standards that were acceptable a few years ago won't get you in the door at most computer manufacturers today," he said. "The industry has grown to include Japanese as well as domestic competitors. In the face of world competition there is only one acceptable quality level, and that is 100% conformance to customer requirements 100% of the time."

GPM's focus on quality recognizes that quality starts at the top and involves everyone in the department. The Zero Defects Program is only part of that focus.

"Our short-term approach involves tightening the screens at the end of the line so no unacceptable motors are shipped to the customer. Rejects are discussed at the end of the day with the foreman and

quality control people. We take both a band-aid approach for a quick fix and a long term approach to get at the cause of the problems," noted Stehlik.

Baughan says GPM has solved a number of quality problems already, for instance:

- "We had a history of lead termination problems, and we found that the specifications were not in line with what the customer wanted. We changed those specs and solved the problem."

- "We have also provided instruction so our operators know exactly what their jobs are. It is crucial that we do what we say we are doing and that everyone follows the plan. If the plan is wrong, we'll change the plan."

- "We alleviated a noise problem with our motors by modifying the bearing presses and assembly stations. This reduced our repair costs."

- "We also have provided improved tooling, modified equipment and improved our drawings. Still we have a long way to go and have not gotten to every station."

100% cooperation required

Stehlik notes, "Quality is a multi-functional problem that involves everyone from sales to manufacturing. Our long-term approach is to provide the resources to make sure our product and service conforms 100% to the customer's requirements."

Stehlik told the unions, "We must make it uncomfortable for anyone to shortcut the system or produce poor quality work. The production worker must make it uncomfortable for the foreman, the foreman for the engineer, and so on up and down the line. The incentive for each of us is that our job is at stake."

To compete in the world market,

GPM must create an atmosphere in which everything is done with excellence. Stehlik noted, "Our current attitudes will not meet the increasing expectations of our customers. We have to realize that it is always cheaper to do the job right the first time."

GPM Broadway also has implemented a modified version of the pink card for all its small AC motors. A bar accompanies each tray of motors, and all operators stamp the bar after they have worked on them.

"The turnover we have had due to layoffs has made our goals more difficult to achieve," notes Baughan. "Still, our repair rates and external failures are down sharply from last year. I think this program is positive for Small AC and it has made customers and employees alike realize that GPM is serious about quality."

General Electric News

NOVEMBER 11, 1982

FORT WAYNE, INDIANA

VOLUME 64, NO. 43

Six years of work pay off

Sample motors win big DC order for GPM Broadway

Remember the ill-fated attempt to rescue the U.S. hostages in Iran?

The next time a critical military operation like the hostage rescue takes place, employees at GPM Broadway may play an important role. They just won an order for 1,010 special explosion-proof DC motors to be used in portable fuel transfer pumps for the U.S. Army.

"These are the kind of pumps used to refuel helicopters and other equipment in the field," says Ted Engelbrecht, senior market specialist, Pump and Industrial Sales.

The new DC explosion-proof motor design will replace gasoline engines so that army pumps will be cooler and quieter and will not have to rely on supplies of gasoline.

"The army also is interested in productivity improvements, and these new pumps will be less costly to operate," Engelbrecht notes.

GPM has worked on securing this commercial order with Peabody Barnes for six years. "It has been a tough order to get and it was almost taken away from us at the last minute by a competitor on price (after they had duplicated the design)," says Engelbrecht.

Samples made the difference

The keys to winning the order were the development and on-time delivery of four separate batches of sample motors. The last batch was hand-delivered in October by Engelbrecht and Components Sales Department's Dan Siewert.

"This was the toughest sample we had to work on all year," says General Foreman Rob Mikol.

"Many people don't like to work on samples, but they realize that



Gary Bowersock, Building 6-2 motor assembly, discusses the assembly of the Peabody Barnes DC motor with Engineer Fred Armstrong. "Samples get special attention," says Bowersock. "I think they should get even more."

samples are one way to contribute to the longevity of our business."

What makes samples so critical?

"Our credibility is built into the samples we send to potential customers," says Mikol. "The sample motor must have a perfect finish, be delivered on time and do everything we say it will do."

The sample is where the company translates its words into action.

"There is no room for error if we want to convince the potential customer we can meet their requirements and do the job better than our competitors," says Mikol.

Although this DC motor is being sold as a commercial motor to Pea-



GPM Engineer Ed Peterson (left) worked closely with Supervisor Caheen Murphy and other manufacturing people like Winder Marilyn Faith and Lead Operator Jim Melcher. "This was the toughest sample we have worked on in a long time," says Melcher.

body Barnes, the final product must meet strict military standards.

"There were no heroes in winning the order. It was the cooperative effort between manufacturing, marketing and engineering that got the job done. Thanks to the ingenuity and sheer willpower of everyone from the operators to the plant manager, we won the order."

Mikol says supervisors realize the importance of samples in winning business and providing jobs, so they take personal interest in getting samples out on time.

"In this case we just kept trying different motor designs until the motor met the customer's application requirements."

Engineers work with manufacturing

Engineers Ed Peterson and Fred Armstrong worked closely with

manufacturing in perfecting the design and manufacture of the product.

"The sample motor is really important in obtaining the final order," says Armstrong. "In a situation like this, continuity in manufacturing and engineering is very helpful. We were fortunate that many of the key operators were on the same job for the past six years. Their experience and expertise helped in the development of the motors."

Group Leader Jim Melcher was one of the persons who helped solve winding problems on the project. "It was the toughest sample we've had in a long time," he recalls.

Winder Grace Jones adds, "It's something new for us. It won't be an easy order to fill, but we need the business."

Health and safety survey slated next week

U.S. health and safety surveyors will tour Fort Wayne GE facilities beginning Monday as part of the National Occupational Exposure Safety Survey.

"We are one of over 5,000 business establishments across the nation who will participate in this special research project designed to obtain basic information about health and safety practices in various workplaces," says Bob Hohl, industrial hygienist here at GE in Fort Wayne.

Representatives of the National Institute for Occupational Safety and Health will tour work areas with company and union representatives to survey potential exposures to chemical and physical agents.

This information will be used to develop health and safety standards and to help determine the effectiveness of health and safety programs throughout the U.S.

Hohl and Mike Heminger, both industrial hygienists, will assist in the survey.



Dan Siewert, field sales engineer for Components Sales Department, worked closely with the customer, Peabody Barnes in Mansfield, Ohio, to win the first-year order for 1,010 DC motors. The motors will be manufactured at GPM, Broadway beginning in 1983.

Q & A

GE benefits:

- ROA switching
- LTD Insurance
- Vacation Banking

Q: When you buy U.S. Savings Bonds at a bank, you have to wait six months before you can redeem those bonds. Does this same restriction apply to bonds in the Retirement Option Account (ROA) of the Savings and Security Program? My main concern is that if I switch my ROA savings into bonds will I have to wait six months before switching them out of bonds into another investment option?

John Leiendecker, AMO/MTO

A: Currently you are allowed to switch your savings in the Retirement Option Account just once a year. An improvement in S&SP will allow you to switch your ROA savings four times a year effective Jan. 1, 1983.

There are no other restrictions in switching out of bonds to some other ROA investment option. However, if you switch out of bonds before they have been held for six months, you will receive no interest on them. This is because U.S. Treasury regulations that govern the bond program do not provide for interest payments until a bond has been held for six months.

The Series EE U.S. Savings Bonds in which S&SP savings are invested are purchased for \$50 each, and interest is paid on those bonds according to government regulations. A major change in the rate paid in the Savings Bond Program was announced by President Reagan Oct. 27. Be sure to watch the GE News for more information on this change.

Chuck Welch, manager of Communication and Relations Planning

Q: A co-worker told me that if you are in the Long Term Disability Insurance Plan (LTDI) and collect benefits, you have to pay them back. Is this true?

A: First it is important to understand how LTDI coverage works and the benefits it is designed to provide.

If you participate in the plan through payroll deductions, LTDI benefits pick up where your Weekly Sickness and Accident benefits leave off. Weekly S&A benefits end after 26 weeks.

The plan is designed so that the combination of benefits — LTDI plus GE Pension Plan disability benefits, plus Social Security, plus any other specified government benefits — total 50% of your normal straight-time earnings.

For example, if your normal monthly earnings were \$1,500, you would receive a combination of benefits equal to \$750. If Social Security paid \$600 a month, LTDI would pay the difference between \$750 and \$600, or \$150 a month.

Minimum benefit is \$50

You are guaranteed a minimum LTDI benefit of \$50 a month no matter how much you receive from other sources. In addition your LTDI benefit is "locked in" so that after it is adjusted for your initial Social Security disability benefit you will continue to receive that same LTDI amount as long as you are disabled as defined by the plan.

(Note: Hourly employees who become disabled before age 63 and six months are eligible for benefits to age 65. Those who become disabled after 63½ are eligible for benefits for 12 months or until the end of the month they reach age 70, whichever occurs sooner.)

As you can see, LTDI is designed to integrate with Social Security to provide a specified level of benefits.

The problem is that Social Security payments often do not begin until after a year of disability, unless it has been established that the disability will last at least a year or will result in death. Although you are entitled to disability payments under Social Security after a five-month waiting period, it is possible that benefits will not begin to arrive for a year from the date of your disability.

In many instances, once Social Security benefits are approved, a retroactive payment is made to cover the period after the fifth month of disability.

LTDI payments, however, will begin once you have exhausted your Weekly Sickness and Accident benefits. In the example above you would receive LTDI benefits of \$750 a month until Social Security benefits began. If those monthly Social Security benefits totaled \$600, your LTDI payments would be reduced to \$150 per month. Also, if Social Security made "retroactive" payments for, say, six months, those late payments would result in an overpayment of benefits since the LTDI benefits already paid to you during those months were based on zero amounts from Social Security. Therefore, an adjustment is made in accord-

ance with the LTDI Plan to avoid duplicate payments.

Some employees do not understand this adjustment and feel they are being required to pay back benefits received. There is no repayment of benefits. The adjustment simply insures that you receive the benefits for which you paid and to which you are entitled. No more and no less. If this adjustment were not made, the costs of the plan would increase, and employee premiums for this valuable coverage would be higher.

Chauncey Miller, manager of benefits

Q: Why does a decision on Vacation Banking have to be made by Nov. 30 prior to the year in which the vacation is to be taken?

A: The Internal Revenue Service requires this decision, and it is also helpful so managers can plan staffing for their operation. The IRS has a phrase which it uses to explain its decision regarding the advance notice. It's called "constructive receipt." This means that you must decide before the money is actually due you. If you waited until the year in which the vacation is to be taken, it would already be due you. In the eyes of the IRS, you would have "constructive receipt" of the vacation pay.

By deciding in advance, you are not taxed on the vacation money banked. If you waited until the year in which the vacation was actually due, you would be taxed on the amount banked for you. Vacation banking decisions must be made by Nov. 30 this year for vacation due in 1983.

You may bank any vacation days you have coming in excess of three weeks.

Walt Nielsen, manager of payroll

Q & A

Mail to: GE News
Bldg. 18-3

My question is: _____

Name _____ Location _____

(Please fill in your name so answers to specific questions can be addressed to you.)

AR&DL offers technical courses designed primarily for engineers

The Applied Research and Development Laboratory of MTO has announced its technical courses for 1983.

The courses are designed for graduate engineers, but other technical personnel may participate at the request of their manager. For more information, contact Harald Blaettner, special projects engineer, AR&DL.

Courses offered will include:

AR&DL Material Analysis (Mondays) will review the analytical techniques available, for characterizing materials and determining differences between "good" and "bad" materials.

Robot Application and Systems (Tuesdays) will start with the basics, types of robots and applica-

tions. Included will be hands-on sessions in the robot application center.

Microprocessor Technology (Tuesdays) provide a foundation for understanding of basic techniques for designing with microcomputers with emphasis on industrial applications. Topics will include system design, software development, multi-processor concepts and communications techniques.

Inverter Driven Motors (Wednesdays) will cover the basics of inverter systems and the selective firing of power transistors are covered.

Finite Element Workshop (Thursdays) will provide hands-on experience using MBG's finite element equipment.

Product Purchase Plan applies to central air products until Jan. 1

Although the former GE Central Air Conditioning business has been sold to the Trane Company, eligible products of the business can still be purchased under the GE Employee Product Purchase Plan until Jan. 1, 1983.

The extension of employee courtesy discounts on central air conditioning products until the beginning of next year was made because

many units manufactured while the business was still part of GE are still in dealer inventories.

Homebuilder purchases

The courtesy discount extension also applies to units purchased from a builder as part of a new home if the unit is installed before Jan. 1, 1983, even though closing on the home may occur after the beginning of the year.

General Electric News

Published weekly by the General Electric Company, an equal opportunity employer, in the interest of all GE employees and their families here. May not be reproduced in whole or part without express permission of General Electric Company.

1635 BROADWAY
PO BOX 2204
FORT WAYNE IN 46801
Phone 428-3249
(Dial Comm.: 8*380-3249)

GENERAL ELECTRIC

Elex sets holiday party

Life, a versatile musical group, will perform at the Elex Club's annual holiday program for Elex members only, at 2 p.m., Sunday, Dec. 5, at the GE Club auditorium. Life was named the outstanding overseas group of the year in 1978 by the U.S. Department of Defense. Their repertoire includes contemporary tunes and old standards, country and spiritual, rock and roll, Broadway tunes and patriotic songs. Tickets are \$1 and the theme for this year's program is "Christmas Aglow."



Bloodmobile here Nov. 17

The Red Cross Bloodmobile will be at the GE Club, Wednesday, Nov. 17. All employees at the Broadway and Fairfield Avenue locations are encouraged to attend.

Individuals who wish to donate blood in the name of a friend or relative may fill out a card at the bloodmobile. While the donated blood is not designated for that individual, GE will send the card informing the individual that blood was donated in their name.

Two plan retirements

Two more employees have elected to retire Nov. 1. They are: **Edward R. VanGessel**, Class A tester at GPM, Taylor Street; and **Ralph J. Obringer**, manufacturing engineer in advance planning, SMD, Broadway.

New deadline for Adlets

Until further notice, Adlets received by noon **Friday** will be published in the following Thursday's **GE News**.

Adlets

FOR SALE

- '81 FIFTH WHEEL TRAVEL TRAILER**. 483-4396.
- ACRILAN WOVEN CARPET**, multi-colored flower print w-light background, 12'x20' & 8'x12'. 483-1886.
- GENUINE BOURBON BARREL FURNITURE**, 9 pcs., ex. cond. 432-8616.
- RADIAL TIRES**, 4, P205/75R15, U.S. Royal Seal, very good, \$120. 489-6866.
- ATARI VIDEO COMPUTER SYSTEM** w-10 cartridges, dust cover, cartridge holder & all controllers, \$200. 485-6010.
- FULL LOUVRE DOORS**, 2, 4 panel, 30"x80", \$15 each. 485-6832.
- '70 PLYMOUTH DUSTER**, 340, 4 spd., \$250. 485-6604.
- DEHUMIDIFIER**, used 2 months. Moving. Like new. \$50. 639-6641.

- POOL TABLE & access.**, 3½'x7', good cond., \$100; upright piano, good, \$200. 693-3640.
- '62 CADILLAC**, blk, good cond., air, new tires, easy on gas & oil, low mileage, aft. 4 p.m. 747-6274.
- '79 OLDS 88 HOLIDAY**, 2 dr., 33,000 miles, 20 plus MPG, perfect. 483-6217.
- '74 MUSTANG**, 4 spd., stick, runs great, \$550. 639-3465.
- WOODBURNER**, 12,000 BTU; jig saw w-motor. 493-3194.
- DRESSER** w-mirror, 6 drawers, \$50. 672-3447.
- 8N FORD TRACTOR**, 7' blade, plow, disc, planter, cultivators, culipacker, \$2,000 or offer. 1-281-2983.
- '74 VEGA PARTS**; children's clothing. 447-7968.
- TICKET FOR INDIANA-PURDUE FOOTBALL**, Sat., Nov. 20, 1982. 747-5487.
- STEREO** in cabinet, Webcor, good cond., \$50, aft. 3:30 p.m. 749-2930.
- HAND QUILTED BEDSPREAD**, peach satin, w-sham, dbl. bed, \$45. 485-1709.
- LADY'S LINED TRENCH COAT**, sz. 10, ex. cond., \$35. 432-2734.

- '72 VW**, low miles, gas heater, AM-FM radio, \$1,000. 745-9862.
- 36" ALUMINUM DOOR & hardware**, white, screen incl. 489-4642.
- '80 TOYOTA COROLLA WAGON**, 30,000 miles, auto, rust proof., AM-FM, ex. cond., \$4,995. 749-1417.
- HUMIDIFIER**, \$35, eves. 486-2791.
- ALUMINUM STORM DOOR** w-att. frame & closer, 36"x80". 424-0195.
- ALUMINUM STORM DOOR**; 2 wood doors w-glass, good cond. 447-1126.
- '76 CHEVY NOVA CONCOURSE**, good cond., 2 dr., bucket seats, pwr., \$1,800. 747-0629.
- BOWLING BALL**, 15 lb.; platform rocker; sewing rocker. 422-5258.
- SHOP BENCH**, heavy duty, all metal, 29"x48"x34". 747-5154.
- '72 SKIDOO**, low miles, w-helmet & gloves, Elkart Cornet. 447-3652.
- DRAFTSMAN'S STAINLESS ALTENDER BOW COMPASSES**, 2, 3" & 8". 745-2120.
- '71 CHEV. IMPALA**, \$375; lady's hair dryer, \$15; typewriter, \$75; bowling ball & bag, \$10. 747-3871.
- FREEZER**; water softener; man's shoe skates, sz. 11, \$50 each. 486-2331.
- SEWING MACHINE**, Sears, prtbl, like new, aft. 6 p.m. 489-4796.
- CLARINET**, wood, \$90; fish & ski boat; indoor and out roller skates; bumper pool tbl. 747-0241.
- RADIAL TIRES**, 4, FR78-15; 2 snow tires, E78-14, \$20. 637-6682.
- GIRL'S THREE SPEED BICYCLE**, 26". 483-4396.
- '82 PANASONIC TV**, B&W, \$50. 447-9138.
- COFFEE TABLE**, dk wood, 54"x16", reasonable. 745-3140.
- INSULATED DRAPES**, grn, 100"x84"; rust panel, 1, 100"x84". 447-3418.

CAPECOD, 3 bdrms, full bsement, aluminum siding. 745-4694.

WANTED

- GOOD USED ATARI VIDEO** plus cartridges. 672-3629.
- SNOW BLOWER**, good cond., reas., aft. 5:30 p.m. 749-1816.
- LIONEL & American Flyer Trains**, any cond., aft. 5 p.m. 1-724-8011.
- ALTO SAX** - Mark VI Selmer E Flat, good cond. 485-4059.

FOR RENT

- TWO BEDROOM HOME** w-appliances, South, deposit & util. required, aft. 1:30 p.m. 456-3226.
- FLORIDA COTTAGE**, avail. during Dec., near golf & beaches. 627-3431.
- STORAGE** for boat, car, snowmobiles, clean & dry. 636-7264.
- TWO BEDROOM HOUSE**, \$150/month; 1 bdrm apt., \$130/month. 444-8003.

SERVICE

- CONCRETE**, block, brick repair/replace, eves. 446-5643.
- WALLPAPERING**, good work, reasonable, 10 yrs. experience, refs. 422-8336.
- WILL CLEAN YOUR HOUSE OR APT.**, exp., refs. reasonable. 747-5531.
- CONTINUOUS GUTTERS & alum. siding**, free est. 627-2429.
- INTERIOR PAINT & PAPER**; gutter fixed. 422-1752.

FREE

- PUPS**, 6 wks. old, mixed breed, med. sz, tan, bwn, blk. 749-9372.

In memory

Albert F. Pequignot, 5004 Woodhurst Blvd., died Nov. 2. He was a machine and assembly worker in the Motor & Generator Department, Bldg. 19-3, before retiring in 1953.

Richard J. Young, New Haven, died Nov. 1.

He was an assembler at GPM, Winter Street, prior to his retirement in 1973.

Arthur F. Sorg, 9714 Monroeville Road, died Oct. 29. He worked in GPM before retiring in 1966.

John H. Jackson, 2033 McKinnie Ave., died Oct. 28. He was a steel and weld worker for the Appliance Components Service Operation, Taylor Street, before he retired in 1976.

Leo M. Didler, Roanoke, died Oct. 28. He was a hydraulic machine builder in Bldg. 19-3, before retiring in 1970.

Harold E. Thomas, Huntington, died Oct. 2. Prior to his retirement in 1977, he was a parts processor at STD.

Bowling

Somers bowls 674

Buck Somers bowled the best series of the season so far for a 674. Buck rolled games of 232, 224 and 218. The series was a personal best for Buck.

GE Office

Gil Baker	248	Meury Haines (258)	632
Steve Scherer	229	Jim O'Bryan (234)	824
Cal Mansfield	224	Delroy Weemes	234
Jim Weiks Jr.	223	John Hunnicutt	212
Dave Knepple	215	Deve Knepple	211
Bob Lehman	214-210	Jim Weiks Jr.	210
Brent Cleveland	212		
Dick Hill	212		

Tues. Afternoon Ladies

Janie Fischer (199)	543
Jeanette Cook	180

Small Motor

Buck Somers	874
(232-224-218)	

Seniors League

Nellie Tappmeyer	182
Corline Whitridge	184
Melina Behrman	190
Lucille Shriver	181
Leon E. May	221
Bruce Kiner	213

*ADLETS

GE NEWS BLDG. 18-3

NO ADS TAKEN BY PHONE

INDICATE TYPE OF AD HERE:

- | | |
|-------------------------------------|---|
| <input type="checkbox"/> For Sale * | <input type="checkbox"/> Ride Wanted |
| <input type="checkbox"/> Wanted | <input type="checkbox"/> Riders Wanted |
| <input type="checkbox"/> For Rent * | <input type="checkbox"/> Lost |
| <input type="checkbox"/> Free | <input type="checkbox"/> Found <input type="checkbox"/> Service |

(PLEASE PRINT NEATLY)

Ads must be received only on this form by **noon Friday** for publication Thursday. You may submit only one adlet per issue of the **GE News**. **No more than 40 letters per adlet, please.** Print phone number only on line indicated below. Property advertised must be available without regard to race, creed, national origin or sex.

Name _____

Address _____ City _____

Home Phone _____ Bldg. _____

* The item(s) referred to in this ad are in no way connected with any business venture

Signature _____

Elex Dec. Calendar

- 3** - Quintus Chapter Board meeting, 9:30 a.m., Imperial House, 1313 West Washington Center Road.
- 4** - Elex officers decorate the GE Club auditorium, 9 a.m.
- 5** - Elex Club annual holiday program with "Life" a musical harmony group, GE Club auditorium, 2 p.m., tickets \$1.
- 13** - Partizan Chapter Board meeting, 11:30 a.m., Alexander's Restaurant, 3005 E. State St.
- 13** - Pen-El Chapter installation of officers and Christmas luncheon, 11:30 a.m., at the Fort Wayne Women's Club, 402 W. Wayne St.
- 10** - Second shift Elex Club Executive Board Christmas party, 12 midnigh.
- 13** - Elex Club Executive Committee Christmas dinner, 6:30 p.m., Elegant Farmer Restaurant, 1820 Coliseum Blvd.
- 15** - El-Par Chapter Christmas luncheon, noon, Lester's Party Room, 1502 Bluffton Road.
- 17** - Quintus Chapter Christmas luncheon, noon, Imperial House, 1313 W. Washington Center Road.
- 20** - Honor-ettes Christmas luncheon, noon, Salem United Church of Christ, 2401 Lake Ave.
- 1** - Partizan Chapter Christmas luncheon, noon, Charky's, 3411 Lower Huntington Rd.

September prices on S&SP investments

Here is the report on the average prices for GE Stock, Mutual Fund, and Holding Period Interest Fund used under the Savings and Security Program to credit participants' accounts in September.

The Long Term Interest Fund price for the last day of the month is also shown, as well as year-to-date annual income rates for both the HP and LT Funds.

The announced rate for the Holding Period Interest Fund was 10.75 percent for 1980 savings, 13 percent for 1981 savings and 16.25 percent for 1982 savings. HP Fund accounts earned higher than the announced rate through September. Savers will receive the actual rates.

Month	Stock Price	Mutual Fund Price	Holding Period Fund YTD Annual Income Rate			Long Term Fund YTD Annual Reinvestment Income Rate	
			Price	1980	1981	1982	Price
January	\$58.075	\$24.957	\$10.00	11.0%	13.2%	16.5%	\$ 8.95
February	\$61.434	\$24.794	\$10.00	11.0	13.2	16.5	\$ 9.05
March	\$61.011	\$24.397	\$10.00	10.9	13.2	16.5	\$ 9.04
April	\$64.321	\$25.404	\$10.00	10.9	13.2	16.5	\$ 9.19
May	\$63.269	\$25.377	\$10.00	10.9	13.2	16.6	\$ 9.24
June	\$61.688	\$24.212	\$10.00	10.9	13.2	16.6	\$ 9.00
July	\$66.607	\$24.286	\$10.00	10.9	13.2	16.6	\$ 9.29
August	\$67.938	\$24.563	\$10.00	10.9	13.2	16.6	\$ 9.79
September	\$76.089	\$27.194	\$10.00	10.9	13.2	16.6	\$10.18

* At Sept. 30, 1982, the net current yield of the long term investment portion of the fund was 12.1%.

Franklin sales down in recent quarter

Franklin Electric Co. in Bluffton reported third quarter earnings were down 39% from the third quarter a year ago, as total U.S. and foreign sales dropped 20%.

Domestic motor sales of this GE motor competitor were down 24% compared to a year ago, The Journal-Gazette reported.

Gould to sell motor businesses

Gould, Inc., a GE motor competitor, announced last month it has signed a letter of intent with an undisclosed buyer to sell a significant portion of its electric motor division, the New York Times reported.

The company said the sale is part of its strategy to divest itself of most of its electrical operations and concentrate on its high technology electronics businesses.

John J. McElroy, portfolio man-

Emerson productivity gains boost profits

Emerson Electric Co. attributed its recent 2% increase in profits to \$160 million in cost reductions and to productivity improvements, the Wall Street Journal reported Nov. 4.

Emerson, which competes against GE in motors and other markets, posted record fourth quarter profits of \$71.7 million even though sales declined 11% to \$825.6 million.

In other words, Emerson earned 8.7 cents for each dollar of sales. By comparison, GE earned 6.8 cents per

Third-quarter earnings were \$1.1 million on sales of \$34.1 million, or about 3.2 cents for every sales dollar.

Franklin said certain motor lines showed improvement over the previous quarter, including water system motors, the company's principal product.

ager with Drexel Burnham Lambert in Philadelphia, was quoted as saying, "The businesses that Gould is selling are not poor performers or sick companies. The company is selling them because they don't fit in with its overall strategy, and it needs the cash to focus on its future businesses."

These future businesses include semiconductor chips, minicomputers and electrolytic copper foil.

sales dollar through Sept. 30. The Emerson figures are for the period July-September.

For the second straight year, Emerson exceeded its cost reduction goal, set at \$145 million for the 1982 fiscal year, which ended Sept. 30.

Emerson makes a variety of electric and electronic products. Its motor division competes directly with GPM, HMD and SMD in many markets.

Employees can double college gifts through GE Foundation matching

Employees and retirees of GE can double their contributions to colleges and universities through participation in the Corporate Alumnus Program.

Last year 8,366 persons took advantage of the program company-wide, and matching payments from GE Foundation funds went to 941 schools. The matching payments totaled \$1,378,975, an increase of 40% over the previous year. Individual contributions averaged \$165, up 20%.

The Corporate Alumnus Program matches individual contributions of at least \$15 and up to \$5,000 annually per eligible participant.

Individual contributions generally are deductible for Federal Income Tax purposes. In addition, the State of Indiana allows taxpayers to apply part of their contributions to universities and colleges as a credit against their state income taxes. The limits on these credits are \$100 for a single taxpayer and \$200 for

Corporate Alumnus Program

General Electric Foundation

persons filing joint income tax returns.

To be eligible for the program, an employee, retiree or their spouse or child must: be a recognized alumnus or alumna of the school; hold an honorary degree from the institution; be a current student; or serve or have served as trustee or on the governing board of the school.

Employees interested in participating should request copies of the matching gift form, which provides full details and instructions. These forms are available from Personnel Accounting, Building 18-1.

Don't Miss These Specials At The Festival Nov. 18-19 At Your Employee Store!



We Will Have Many Specials on B&W Televisions, Including This 12" Model For Only

Less Employee Discount - \$69.99 - 11.00 Net Cost: \$58.99

Free Refreshments

Atari CX2600R \$115.95 15% off all game cartridges in stock

\$20 REBATE

"POWERFUL PAYOFF" on West Bend FOOD PREPARATION SYSTEM

complete rebate details at store

WEST BEND.

Offer expires Dec. 31 1982

POWERFUL yet compact - designed from scratch to perform these food processing tasks easily - it's a Mixer Blender Dough Kneader Meat Grinder Slicer Shredder

\$129.95 - 20.00 \$109.95

- COMPACT STEREO SYSTEMS STARTING AT \$99.95
- TRUCKLOAD SALE OF CLASS "E" AUDIO & HOUSEWARES
- DEMONSTRATIONS BY FACTORY REPRESENTATIVES
- REDUCED PRICING ON NEW HOUSEWARES & AUDIO
- SPECIAL DISCOUNTS ON WESTBEND COOKWARE.

Open Til 8:30 p.m. For Festival

PAID U.S. POSTAGE BULK RATE

Fort Wayne, IN 46803

1050 S. Anthony Blvd.

Address correction requested

Mail, Inc.

1050 S. Anthony Blvd.

Fort Wayne, IN 46803

Address correction requested

Mail, Inc. at the address printed above. Be sure to include both your old and new addresses (For quickest response, please mail all non-intracompany address changes directly to indicating zip codes for each.)

Fort Wayne, IN 46803

PAID U.S. POSTAGE BULK RATE

Fort Wayne, IN 46803

Permit No. 40

Judy Heath earns \$1,750 suggestion award from STD



Judy Heath (center) explains to George Bartling, STD manager of finance, the suggestion that earned her a check for \$1,750 Monday. Seated at left is Frank Reed, STD manager of manufacturing. Standing are supervisors Dave Zeigler and Flo Smith. The award is one of the highest at Fort Wayne GE in recent years.

Judy Heath, "O" core stacker with STD in Building 26-1, received a check for \$1,750 Monday — the largest suggestion award in four years at STD.

"One of the most satisfying things about this suggestion was that I had the opportunity to develop my idea to a working condition under the supervision of Al Wilcox and Don Eisberg of the Manufacturing Engineering Development Lab," said Judy. "I've worked at it for two years."

Her suggestion was to redesign the "O" core nests used to hold the coil for lamination insertion during assembly and to change the U-shaped channel on the nest. This allowed the first lamination to be made smaller so that successive laminations could be made smaller.

Implementation of her idea has resulted in nearly \$8,000 in steel cost savings and about \$5,000 in

tooling cost savings.

"The thing about a suggestion like this is you don't do it alone," said Judy. "I have Don House and the Zone VIII Training Program to thank for getting me started taking technical classes at Ivy Tech."

She has been studying machine tool courses, but is planning to switch to industrial maintenance studies. "GE is helping me continue taking classes through the Individual Development Program."

"I also have the "O" core operators to thank for being cheerful through the trial and error of making the changes on the machines," Judy noted.

One of the top suggestion award winners in the operation, Judy has received \$3,005 in the past three years as six of her last 11 suggestions have been adopted.

General Electric News

NOVEMBER 18, 1982

FORT WAYNE, INDIANA

VOLUME 64, NO. 44

- HP Fund interest rate set for 1983, Page 4.
- Employees credited with GE stock, Page 2.

Hermetic business declines

GPM positioning to climb out of recession in 1983

Most of GPM's businesses are expected to see some recovery from their current depressed states in 1983, but it will be a slow, gradual process.

Frank Kurung, GPM manager of manufacturing, told groups of salaried employees this month there are encouraging signs in some of the markets served by GPM plants in Fort Wayne.

At Taylor Street, where line rates have been at their lowest levels in recent history, the order rates for 1983 are improving. "Order rates still aren't very good, but for the first time in a long time they are looking better instead of worse," said Kurung.

The forecast for 1983 is for a gradual rebound in Taylor Street line rates beginning around February.

The Winter Street side of the Taylor-Winter operation is not so encouraging. The 180-frame industrial business at Winter Street has firmed up enough in recent weeks to eliminate some scheduled lack-of-work days. However, a turnaround in this market is not expected to begin before next spring.

Hermetic markets shrinking

The hermetic business at Winter Street will continue to decline because of vertical integration by customers and other market changes, explained Kurung.

"The market for our 80-frame hermetic motors has been deteriorating rapidly," he said. "This is because

our major customers like Carrier and Copeland are building more and more of their own motors.

"Winter Street also manufactures a 60-frame hermetic motor, but that motor size is being phased out by our major customer in Tyler, Texas. Although the GE business in Tyler has been sold to Trane, the planned conversion to a smaller compressor using a 40-frame motor will continue.

"The 40-frame motor coupled with a smaller compressor is a more efficient and cost-competitive match," Kurung said.

Hermetic Motor Department currently makes such a motor and is expected to serve Trane after the conversion.

"We have come to the point that volume is so low we can no longer be competitive in the hermetic motor business."

As a result, GPM does not expect to continue manufacturing 60 and 80-frame hermetic motors after the third quarter of 1983.

Broadway AC lags others

At Broadway, both the small AC and the DC lines are well below last year's line rates. Recent order rates for small AC motors have dropped, and a continued downturn is expected.

"The small AC business is trailing our other businesses because of production cutbacks at our business equipment customers," said Kurung.

The DC order rates appear to be



Frank Kurung spoke to GPM salaried employees last week.

strengthening, however. A gradual upturn is seen for both businesses after the first quarter of 1983.

Order rates at Decatur and Linton plants, which serve different markets, are more encouraging than Fort Wayne rates at this point.

Kurung pointed out that a market recovery is no guarantee of an upturn for GPM businesses since competitors are just as hungry for the increased orders as GPM is.

He said GPM plans to continue heavy investment in equipment to improve productivity and stay competitive with low-cost competitors who manufacture motors in the South and in foreign countries.

He noted that GPM invested about \$9 million in new equipment in 1982, much of it in its Fort Wayne plants. This was primarily directed at mechanizing manufacturing pro-

cesses to reduce the cost of GPM's motors.

"That is really a major investment, particularly in a bad year for business. We expect to spend millions more in 1983, but we still have a long way to go. As sales go up, we will be able to spend more since the money for those investments comes from profits."

He said the major factor driving GPM to automate its facilities is the cost advantage enjoyed by many of its competitors.

GPM also is committing major resources to improving the quality of its products and services.

"Over the years GPM has been perceived as the No. 1 producer of quality motors in the markets we serve. What has changed are our markets, our customers and their perceptions about quality. More and more of our customers are demanding zero defects."

He said that "there are opportunities to improve our quality in all areas of our business. Our entire system must advance to a higher level of quality performance."

He noted that the Zero Defects Program started at Broadway small AC already has produced orders from Hewlett-Packard that GPM otherwise would not have been able to obtain.

"In the first seven months of this program, the customer has not rejected one motor. We intend to expand this success to other areas of our business."

Your amount depends on 1981 income

ESOP credits employees with GE stock

Nearly all Fort Wayne GE employees received \$6.15 in GE stock in October for each \$1,000 of their 1981 earnings in the most recent crediting under the Employee Stock Ownership Plan (ESOP).

This was about twice the amount credited in the previous three years of the program. The stock was placed in a trust in individual accounts — one for each employee — until the employee retires or leaves the company for some other reason.

As an example, an employee who earned \$18,000 in 1981 had about 1.512 shares of GE stock credited to his or her account in October. Since the total amount of stock available under the plan is divided among employees on the basis of their pay, those who earned more received more stock credits (up to maximums set by the plan), and those who earned less were credited with fewer shares.

Across the company, eligible GE employees have been credited with a total of \$39.8 million — up from \$19.4 million last year.

How to figure your recent credits

Here's how to estimate your credits from the new ESOP distribution:

- (1) Write down your 1981 earnings (from your W-2 form received from GE early in 1982).
- (2) Multiply these earnings by 0.00615. This gives the dollar value of your portion of the total ESOP amount credited to employees.
- (3) Now divide the value in (2) by \$73.219 (the value of a share of stock under the plan's formula). This will give you the number of shares credited to your account.
- (4) To estimate the current value of these shares, multiply the number of shares by \$90 (the approximate selling price of a share of GE stock in recent weeks).

Here is an example using earnings of \$18,000 in 1981:

\$18,000
 $\$18,000 \times 0.00615 = \110.70
 $\$110.70 \div \$73.219 = 1.512$
 $1.512 \times \$90 = \136.08

During the four years the Employee Stock Ownership Plan has been in effect, employees have been

credited with more than \$86 million.

Participation in ESOP is auto-

matic for each eligible employee, and there is no sign-up requirement. All individuals who were employees during 1980 and were still employed on Dec. 31, 1981, are eligible unless they have specifically requested in writing to be excluded.

While a new law will change how ESOP will be credited two years from now, here is how the plan works currently:

Under income tax laws the company claims a 1% investment tax credit on its qualifying investments in machinery and equipment when it files its federal tax return.

This credit is then used to acquire GE common stock to distribute to employees.

Your "Personal Share Statement" to be issued next spring will show the specific amount added to your ESOP account this year. It will also show the dividends on your ESOP shares which have been reinvested in GE stock as well as the total value of your ESOP account on Dec. 31, 1982.

Suggestion awards

Shull earns \$485 for cost-saving ideas

Reginald Shull, group leader, Building 26-4, STD, recently received two suggestion awards totaling \$485. His largest award, \$370, was for his suggestion to purchase a plastic case without a partition for a certain transformer model. The cases STD had been buying had a partition that had to be removed by secondary machining. His idea resulted in substantial labor cost savings. His other suggestion earned him a check for \$115. He suggested batch treating pulse coils using a varnish rather than hand dipping the coils with an epoxy. His idea resulted in reduced treatment cost and increased production.



Reginald Shull (right) shows his award-winning suggestions to Supervisor Dave Homan.



Leipold receives \$165 check

Paul Leipold, machinist at Area Services, Taylor Street, recently received a suggestion award totaling \$165.75. His idea was to use a heavier mounting bracket and a rubber flex coupling to connect the counter to the jump coil on a jump coil winding machine. This eliminated most of the vibration and resulted in labor savings associated with the repair and replacement of counters.



Color-coding ideas pay

Janis Kissinger, turncount tester at STD, Building 26-5, received a suggestion award of \$280 recently. Supervisor Dave Zeigler (left) gave her the check Monday. Her suggestion was to mark each coil strip with a different color of marking pencil so that coils from the same strip could be identified at turncount. This eliminated the need to test each coil.

Tickets available for Children's Christmas Party



The Claytons will perform a western act.



Ventriloquist Mark Wade will be the emcee.

The 1982 GE Club Children's Christmas Party will take place in the auditorium on Saturday, Dec. 11.

Show times are at 12:30, 2:30 and 4:30 p.m. for GE employees, pensioners and their children. Tickets must be picked up in advance for the children only.

Mark Wade, a ventriloquist, will act as master of ceremonies for each 65 minute program. He has been featured on PM Magazine and was chosen Ventriloquist of the Year at the 1981 International Ventriloquists' Convention.

Appearing with Wade will be three other acts, The Claytons, The Rudy Varju Family and The Kents.

The Claytons perform a western rope and whip act, and The Kents are balancing artists. The five members of The Rudy Varju Family play harmonicas.

Tickets may be acquired until Dec. 8 at the following Broadway locations: the GE Club; Employee Store; Building 4 - Linda Bubb, Wayne Stults or Jean Nebehy; Building 6 - Leo Debes; Building 8 - Birdie Mollet; Building 17 - Casey Keister; Building 18 - Gloria Smith or Sally Eichhorn; Building 19 - Terri Stewart, Fred Springer or Judy Knipstein; Building 20 - Gus Karnes; Building 26 - Bill Grove or Mel Day.

Also, Taylor Street - Luana Oehlaffen, Mary Jenkins, Charlie Best or Helen Deahl.

Winter Street - Ida Yahne, Jerry Eifrid, Bob Miller or Mark Jackson.

After Dec. 8, tickets will be available at the GE Club or the Employee Store only.

Elex to conduct 'Cash for Cards' Nov. 24-Dec. 10

The "Cash for Cards" collection for needy GE families and pensioners is scheduled for Nov. 24 through Dec. 10, according to Elex Club sponsors.

In the past year \$1,800 was spent

to aid GE people thanks to employee donations.

Last year the Cash for Cards campaign raised \$2,200. Unspent funds are kept in a special account until needs arise. Although most of the

money is disbursed around Christmas time, aid is given to needy families throughout the year.

Employees are encouraged to submit the names of deserving families to the Elex Club office, Ext. 3240.

Adlets

RIDE WANTED

DECATUR TO W. BROADWAY, 7-3:30 p.m. 724-7368.

ST. JOE, IN to BROADWAY, 7-3:30 p.m. Ext. 2086 or 337-5258.

FOR SALE

35mm NIKON CAMERA BELLOWS and slide copying outfit. Never used. 483-3670.

LEE CARPET, wool, celadon color, 57 yds; wood comb. storm door. 432-3161.

KNAPP SHOES, sz. 8½D, nvr worn, copper. 483-7383.

'73 IMPALA, new brakes, trans., front end, best offer. 486-3110.

GLASS TABLE LAMPS, 2, gold, aft. 5 p.m. 489-5144.

'72 VW 411, low miles, gas heat. 745-9862.

'82 B&W TV, Panasonic No. 50. 447-9138.

EWES, 13, mixed breed, some w-lambs, \$35/ewe; registered Corridale buck. 824-2899.

ROLL-A-WAY BED w- mattress, clean, good cond., \$30. 424-6826.

RANGE, 30" Magic Chef VI; girl's skates, sz. 5. 749-4130.

FURNITURE: chest of drawers, \$25; bookcase, \$10; desk, \$15; twin bed fr., \$5. 447-2867.

PONTOON, 24', w-50 HP Chrys. mtr, good; 15' Glastron tri-hull w-65 HP Merc, \$3,000/all. 747-4066.

NYLON CARPET, 60 yds., lt. grey. 484-6275.

SEWING MACHINE & cabinet, Kenmore, \$50; typewriter, like new, \$50. 483-4116.

'80 PLYMOUTH HORIZON, auto, PS. 432-2129.

DRAPES, belge, brocade, 4 panels, 140"x81", 17 pleats. 432-3883.

'68 FAN TRAVEL TRAILER, 23', self-cont., ex. cond. 693-3377.

'74 INT. 4x4 TRAVEL-ALL, auto, air, body rough, \$1,200. 428-5318.

CONCORD HOME, 12'x60' w-12'x36' ext., 3 bdrms, 1½ baths, extras. 489-5766.

LIGHT FIXTURE, modern, chrome & smoked globes. 747-9881.

CAMPER, gas, elec. refrig., furnace, slps 8, \$500. 485-4549.

AKC MINIATURE SCHNAUZER PUPPIES, salt & pepper, very reas., 2 males, 2 females. 432-1456.

'64 CHRYSLER NEWPORT, ex. cond.; 20" girl's bike. 456-8311.

FORD 400 TRANSMISSION for '73 Ford. 456-7781.

OIL TANK, 275 gal., & No. 2 oil, \$40. 749-0159.

SNOW TIRES: 1, G78x14; 2, 8.25x14, \$10/ea; boards, 6"x16", \$2.50. 489-9453.

13" TV. 745-5235.

WIRE FENCE & IRON POSTS, reas. 489-9453.

PEARL GUINEAS; 3 geese; 1 gander. 1-639-6192.

WANTED

LIONEL & American Flyer trains, any cond., aft. 5 p.m. 1-724-8011.

TRUNDLE BED, good cond., reas., aft. 4 p.m. 447-7025.

SERVICE

SWEETCAKES THE CLOWN, all occasions, magic show, faces painted & more. 445-8453.

CONTINUOUS GUTTERS & ALUM. SIDING, free est. 627-2429.

INTERIOR PAINTING & wallpapering. 422-1752.

WILL CLEAN YOUR HOUSE OR APT., exp., refs., reasonable. 747-5531.

TV ANTENNAS - install, repair, replace, free est., aft 5 p.m. 432-4611.

FOR RENT

FURNISHED APT., near Bdwy GE, 3 rms, bath, util pd., cable, adults, no pets, dep. 424-2807.

FREE

BANTES CHICKEN. 672-3447.

LONG NEEDLE PINE BOUGHS for table decorations, etc. 483-1423.

*ADLETS

GE NEWS BLDG. 18-3

NO ADS TAKEN BY PHONE

INDICATE TYPE OF AD HERE:

- | | |
|-------------------------------------|---|
| <input type="checkbox"/> For Sale * | <input type="checkbox"/> Ride Wanted |
| <input type="checkbox"/> Wanted | <input type="checkbox"/> Riders Wanted |
| <input type="checkbox"/> For Rent * | <input type="checkbox"/> Lost |
| <input type="checkbox"/> Free | <input type="checkbox"/> Found <input type="checkbox"/> Service |

(PLEASE PRINT NEATLY)

Ads must be received only on this form by noon Friday for publication Thursday. You may submit only one adlet per issue of the GE News. No more than 40 letters per Adlet, please. Print phone number only on line indicated below. Property advertised must be available without regard to race, creed, national origin or sex.

Name _____

Address _____ City _____

Home Phone _____ Bldg. _____

* The item(s) referred to in this ad are in no way connected with any business venture

Signature _____

Bowling

GE Office		Small Motor	
Jim Welks Jr.	608	Jim Welks Jr.	221
(213, 224)		Maury Haines	217
Steve Scherer	235-214		
John Hunnicutt	222		
Jim Plemens	222		
Ralph Hill	215		
Jim Garrard	212		
Seniors League		Apparatus League	
Kate Winters	585	Steve Scherer	641
(204, 226)		(218, 215)	
Mae Dial (211)	500	Don Greenler	214
Lucy Chaney	181	Tim Perkins	221
Wayne Snyder	204		
Scudder Chaney	201		
		Fri. Nite Ladies	
		Gertie Jonea (193)	516
		Nancy Wysong	194

Interest rate for 1983 HP Fund savings is 13.25%

Your 1983 savings under the Savings and Security Program's Holding Period Interest Fund (HP Fund) will pay an expected annual interest rate of 13.25% according to Tom Burns, manager of Corporate Employee Benefits.

The 13.25% rate will apply to HP Fund investments made during 1983 for each year of the holding period. The holding period ends on Jan. 1, 1987.

The announcement emphasized

that the new rate applies only to 1983 savings and to the 1983 earnings from 1980, 1981 and 1982 HP investments that will be reinvested in HP Fund Units during 1983.

Burns said that as the Program provides, HP Fund investments in years before 1983 will continue to earn approximately the rates announced for those years — 10.75% for 1980 savings, 13% for 1981 savings, and 16.25% for 1982 savings.

In the event the actual rate of interest varies from the announced rate for a particular year's savings, HP Fund Units will receive the actual rate earned. For example, the actual rate currently being earned by 1981 savings is 13.2%, (The announced rate was 13%.)

Changes due Jan. 1

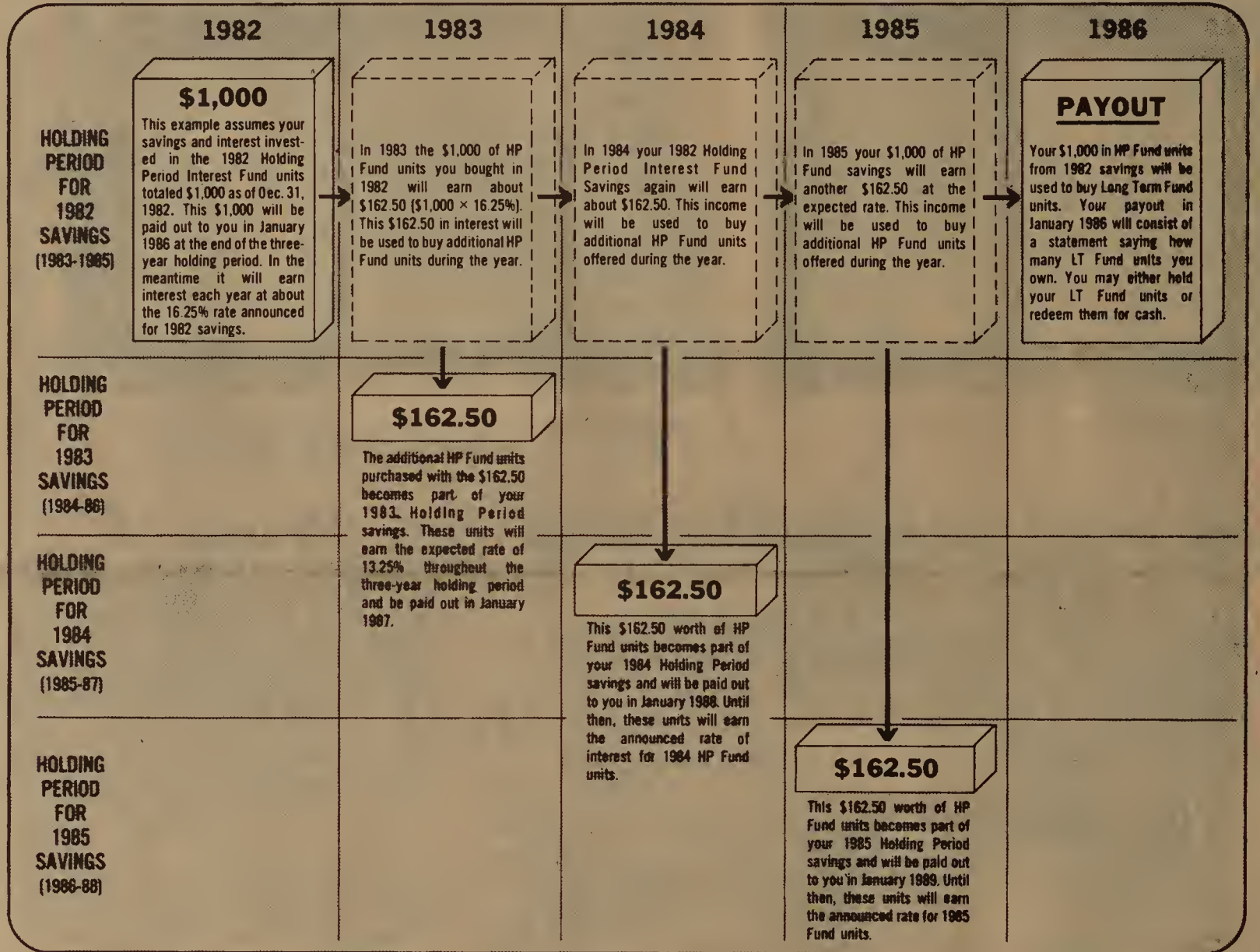
Participants in S&SP who are now investing in the HP Fund will automatically be continued in the HP Fund in 1983 unless they

make a change by Jan. 1. The new rate of 13.25% will apply to savings made in 1983 — no new election is necessary.

Forms for changing investments under S&SP, or for enrolling in S&SP, can be obtained from employee relations and payroll offices or from Personnel Accounting, Building 18-1. Completed forms must be turned in before the end of the year in order for participation to take effect at the beginning of 1983.

What happens to earnings in HP Fund

This diagram shows how interest earned and credited monthly on Holding Period Interest Fund (HP Fund) units is reinvested in the Savings and Security Program. This example assumes that the employee has a total of \$1,000 in HP Fund units from savings in 1982. This \$1,000 will remain in the employee's account for three full years and will be paid out in January 1986. However, since the expected rate of return of HP Fund units is 16.25%, this initial \$1,000 will continue to produce about \$162.50 (\$1,000 x 16.25%) in income during each year of the Holding Period. This income of about \$162.50 will be used to buy units of the HP Fund offered in 1983, 1984 and 1985.



Three holiday weekends to go in 1982

Eligible GE employees have five holidays and three long weekends left between now and the end of 1982, beginning with two paid days off for Thanksgiving, Nov. 25 and 26.

Employees will have another four-day weekend at Christmas since Dec. 23 and 24 also are paid holidays.

Since New Years is the first listed holiday for 1983 and it occurs on a

Saturday, that holiday will be observed on Friday, Dec. 31, giving employees a three-day weekend to end the old year and begin the new year.

GE News out on Wednesday

Because of the Thanksgiving holiday next week, the GE News will publish on Wednesday instead of Thursday. As usual, Adlets received by noon Friday will be published in the following week's paper.

General Electric News

Published weekly by the General Electric Company, an equal opportunity employer, in the interest of all GE employees and their families here. May not be reproduced in whole or part without express permission of General Electric Company.

GENERAL ELECTRIC

Chuck Welch, Manager
 John Pelce, Editor
 Rex Mericle, Chief Photographer
 Gloria Smith, Adlets
 1635 BROADWAY
 PO BOX 2204
 FORT WAYNE IN 46801
 Phone 428-3249
 (Dial Comm. 8*380-3249)

Fall Festival CB trade-in offer

Bring in the make and model No. from any old CB radio and receive a coupon for a \$10 refund on any new GE CB radio!

CBtoGO!



GE. We bring good things to life.



with pushbutton Noise Blanking (NB) circuit, 8 mm DIGITAL LED Ch. display, Public Address (PA) capability, backlit S/R/F meter, screw-on type mic and much, much more.

Festival price \$59.97
 Less trade-in coupon -10.00
 Less employee rebate -15.00
NET COST \$34.97

HELP! is here

Keep it in your car or trunk for emergencies.



Full power, 40 Channel 2-way Citizens Band Radio System comes complete with magnetic antenna cigarette lighter adapter. Transceiver unit and rugged case. Easy to install and operate for emergencies or road information. Compact unit can be easily kept hidden but handy—like emergency flares. Antenna is visible only when system is in use.

GE brings good things to life.

Festival price \$84.99
 Less trade-in coupon -10.00
 Less employee rebate -15.00
NET COST \$39.99

YOUR EMPLOYEE STORE

Open until 8:30 tonight and Friday for the Festival
 Open Saturdays 10-4:30 starting Nov. 27

General Electric News

NOVEMBER 24, 1982

FORT WAYNE, INDIANA

VOLUME 64, NO. 45

Classes offered at GE in 1983

It's not too late to enroll in Manufacturing Studies Program classes that will be offered in 1983.

Any employee who is interested should contact his or her supervisor for further information and enrollment forms. All classes are scheduled to run from 5 to 7 p.m. in classrooms here at GE.

Here are the first-year classes that are available:

Tuesdays

MFG 130 — Economic Analysis of Alternatives, March 8 — May 24.

Thursdays

MFG 102 — Individual and Group Relations on the Job, Jan. 20 - April 7.

MFG 105 — The Employee Relations Function, April 14 - June 2.

Second year classes are as follows:

Tuesdays

MFG 204 — Manufacturing Engineering, March 8 - May 24.

Thursdays

MFG 211 — Manufacturing Information Systems, Jan. 6 - March 10.

MFG 215 — Materials Management, March 17 - May 26.

In addition the **Number Skills** course will be offered as part of the Continuing Education Program. This course will meet on five consecutive days, Jan. 10-15, 1983.

Recession takes heavy toll on A.O. Smith, but low costs, service keep it competitive

A.O. Smith, a competitor of all GE motor departments in Fort Wayne, reported a loss for the first nine months of 1982 and does not see its fortunes turning around in the near future.

L.B. Smith, the company's chairman and chief executive officer, said recently that the recession is continuing to take a heavy toll on the business. In October, the company placed 340 of its employees on indefinite layoff at its Mt. Sterling, Ky., plant where it has consolidated most of its hermetic motor operations.

"In general our markets are being affected by the overall conditions of the economy," Smith was quoted as saying in a Mt. Sterling newspaper. "There have been a few signs of recovery, and we are expecting little change in the outlook for the balance of this year."

A.O. Smith relies heavily on its motor businesses, but it is a manufacturer of other products that serve industrial and transportation markets. The company also manufactures auto and truck frames, water heaters and heating equipment, agricultural products and data systems.

With housing, auto and farm markets at depressed levels, the data systems portion has been the company's bright spot, reported the *Wall Street Journal*.

Like some other GE competitors, A.O. Smith is sometimes a customer for motors they do not manufacture themselves.

According to Lyman Lewis of GE's Components Sales Department, Harvestore, an A.O. Smith subsidiary, buys AC motors made at



GPM's Taylor-Winter Operation. These motors are used to run conveyors and other handling and feeding products for the farm market.

As a competitor in other motor lines, A.O. Smith has a reputation as a low cost supplier of hermetic and pump motors. Karen McManus, a product planning specialist at GPM, notes that A.O. Smith concentrates on serving a few, high-volume customers well.

"They have some strong products and are hard to beat in certain markets," she says.

GPM, HMO compete

GPM encounters A.O. Smith competition in pump, hermetic and air-moving motor markets.

Hermetic Motor Operation also finds A.O. Smith a tough competitor.

A.O. Smith motor plants are located in Tipp City, Ohio; Mebane, N.C.; and Mt. Sterling, Ky.

The company's overall strategy is to diversify so that it is not tied so heavily to cyclical markets such as autos and housing, says CSD's Lewis. A.O. Smith also plans to develop new products and new markets through increased investment of profit dollars.

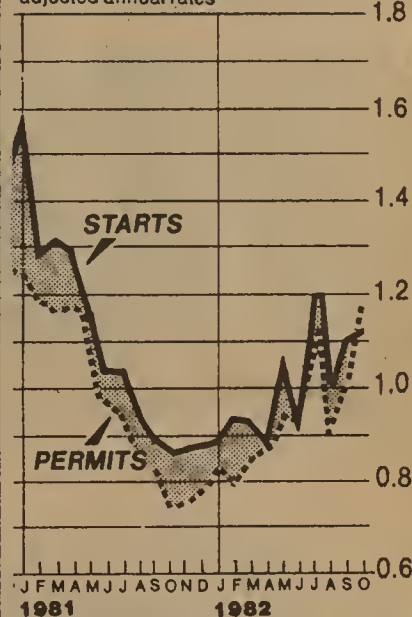
The restructuring of its business will reduce the company's dependence on the auto market from about 55% of its sales volume to about 35 or 40%. To achieve its goal

of growing sales to \$1.5 billion annually by the mid-1980s, A.O. Smith plans to focus on growth markets.

A major thrust of A.O. Smith's strategy is to be the low-cost producer in motor markets it chooses to serve and to protect those markets by blanketing them with good service.

Housing Construction

Private housing units started and units authorized, both in millions at seasonally adjusted annual rates



Source: Commerce Department
The New York Times/Nov. 18, 1982

Housing starts rose a modest 1% in October at an annual rate of 1.12 million. A 17.7% increase in housing permits indicates more building in coming months. Still, starts are well below the 1.7 million level of 1979 and the 2 million-plus levels of 1972-73. Some GE motor markets are tied closely to housing.



Celebrating 40 years of service with GE recently were Susy Yerger (left), Don McCrea and Virginia Pflueger at GPM, Broadway.



Three GPM, Broadway, employees recently attained 40 years of service. From left are Tommie Williams, Esther Fagan and Rose Higgenbotham.

Employees elect to begin new year as GE pensioners

Harold N. Lehman will retire with 41 years of service. He began his career as an apprentice in the Apprentice School, Building 12. His final assignment was foreman, in the Advanced Manufacturing Operation of MTO, Building 19-4.



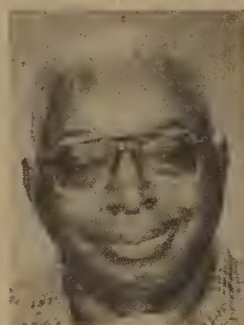
Paul L. Loveless, an enameler at the Wire Mill, MTO, will retire with 40 years of service with GE. His first assignment was an engine lathe operator in the Supercharger Department, Taylor Street.



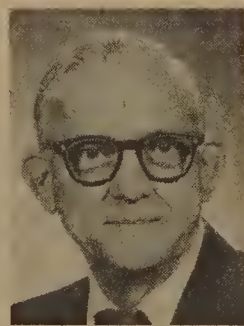
Doris A. Hixson will retire from receiving inspection at GPM, Building 4-2, with 40 years of service. She began her career in fluorescent assembly, STD, Building 26-3. "I needed a job and GE had one. My plans are to enjoy my home and family and to crochet."



Shelby B. Board Sr. will retire with 40 years of service. His first assignment was helper for General Services. He retires as an inspector at the Wire Mill, MTO. "General Electric has been good to me for the past 40 years, but now is the time to travel and do what comes naturally."



Donald R. Bahde will retire with 41 years of service. He started in fluorescent assembly, STD, and retires as a specialist in safety and suggestions for GPM, Area Services, Building 8-2.



George A. Finkbeiner will retire with 35 years of service. He began as a test engineer in New York. His final assignment was manager of special projects and programs at Area Services, Building 8-2.



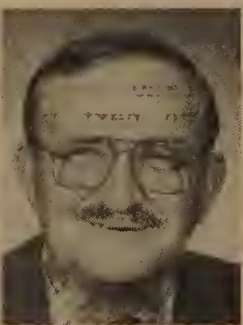
William F. Gephert will retire with 41 years of service. His first assignment was Japan dipper for STD. He retires as a sheet metal fabricator in STD, Building 27-1. "I would like to thank GE for 42 years of employment. All my service was with the fabrication section of STD. My time now will be spent on our farm and at our cottage at Lake George."



Mable E. Miller will retire with 21 years of service. She began as a coil placer at SIM Hermetics, Winter Street. Her final assignment was connect and weld operator at GPM, Taylor Street. "I want to do the things I never had time to do when I was working. I'll spend a lot of time in my pot shop."



Delbert G. Shough will retire with 39 years of service. He started his career with GPM in Building 4-4 and retires as a hand lathe operator, GPM, Building 6-3. "I enjoyed working at GE with steel, and I appreciate the good Pension Plan. I made a lot of friends. Now I will feed cattle, farm and travel to Florida."



Gilbert D. Brookhart will retire with 40 years of service. His first assignment was forming coils at STD. His final assignment was customer service at GPM, Winter Street. "GE has been very good to me. I plan to enjoy our lake home and fish and travel a lot with the wife."



Vaughn L. Tomlinson will retire with 37 years of service. His first assignment was tool crib attendant in Building 17. His final assignment was buyer for MTO, Building 19. "I have had the pleasure of working with people who are lasting friends. I feel that GE benefits are the most stable and fair in the industry."



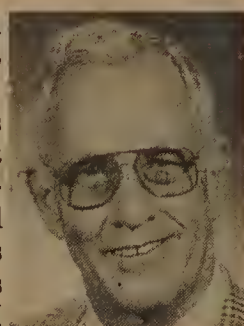
Charles E. Campbell, who works in test, repair and calibrate at Area Services, Taylor Street, will retire with 41 years of service. His first assignment was motor tester at Specialty and Fractional Horsepower Motor, Building 19-4. "I intend to live one day at a time and do some volunteer work."



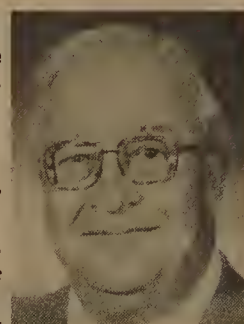
Peter J. Eberhardt will retire with 42 years of service. He started as a drafting school student and retires as a customer service specialist for STD, Building 26-2. "I have never regretted my decision to join GE. It has been very rewarding for me and my family. I'm looking forward to a busy retirement."



Alfred R. Diehl will retire with 36 years of service. He began his career as a test engineer in Building 16-3. His final assignment was plant facilities engineer for GPM Area Services, Building 8. "Shop hobbies, golf and traveling are favorites. The friendships and work experience at GE have been most rewarding."



Robert W. Plasterer will retire as a tool designer from AMO/MTO, Building 19-2. Since starting at GPM as a stockkeeper, he has acquired 41 years of service. "I feel I've made my contribution to the company. Now I will take advantage of one of the company's many benefits and enjoy each day as I wish."



William H. Robbins will retire with 16 years of service. He started as an electrician trainee and will retire from elevator and crane repair at Area Services, East Broadway. "GE pay and benefits made it possible for me to retire at this time. For the future I plan to take each day as it comes with hobbies, golf and fishing."



Robert D. Norton will retire with 41 years of service. He began his career in STD in connect and assembly. His final assignment was line loader, GPM, Winter Street. "I will really miss my friends here at GE, but I plan to keep in touch. I plan to do a lot of woodworking and traveling."



Marvin A. Rutz will retire with 41 years of service. He began his career in miscellaneous burring and countersinking in Building 6. His final job was grinder at GPM, Building 6-3. "The good Lord willing, I will travel to places I have wanted to see, plus spend more time at fishing, bowling and golfing."



Malvin Leykauf will retire with 42 years of service. He started in coil winding at STD and will retire from trucking and parking, STD, Building 26-4. "I plan on working in the local hospitals through the Red Cross. Also, I have enjoyed the many friendships with GE people in my years here."



Photographs of other Jan. 1 retirees will be in future issues of the GE News.

January retirees who chose not to have their photos published include: **Mary Bechtol**, HMO, Building 17-4; **Sylvia V. Depew**, GPM Taylor Street; **Bonnie Gage**, STD, Building 26-2;

June T. Getty, GPM, Taylor Street; **Leslie M. Glougie**, MTO, Building 19-2; **Robert C. Henry**, STD; **Robert O. Lord**, GPM, Decatur;

Merle I. Lovellette, GPM, Decatur; **Melvin J. Lyttle**, GPM, Taylor Street; **John A. Marks**, SMD, Taylor Street;

Mayme I. Perryman, HMO, Building 17; **Chester L. Reinking**, SMD, Taylor Street; **Frances L. Smith**, GPM, Building 4-5; **Paul E. Swonger**, GPM, Taylor Street;

Louis E. Tagtmeyer, GPM, Winter Street; **Hazel J. Thomas**, GPM, Winter Street; **John C. Westhausen**, GPM, Winter Street; **Robert E. Younghaus**, GPM, Broadway.

Employees who retired Dec. 1 included: **Wanda M. McNabb**, GPM, Taylor Street; **Helen L. Welty**, GPM, Building 6-4; **Bertha A. Braun**, GPM, Building 4-3; and **Laura M. Frampton**, HMO, Building 17.



Children's party entertainment

The harmonica-playing Rudy Varju family will perform at the GE Club Children's Christmas Party on Saturday, Dec. 11. A balancing act, a western rope and whip act and a ventriloquist will also be on the program. Shows will be held at 12:30, 2:30 and 4:30 p.m. Tickets for children must be picked up in advance from contact persons in most work areas or at the GE Club or the Employee Store.

October prices on S&SP investments

Here is the report on the average prices for GE Stock, Mutual Fund, and Holding Period Interest Fund used under the Savings and Security Program to credit participants' accounts in October.

The Long Term Interest Fund price for the last day of the month is also shown, as well as year-to-date annual income rates for both the HP and LT Funds.

The announced rate for the Holding Period Interest Fund was 10.75 percent for 1980 savings, 13 percent for 1981 savings and 16.25 percent for 1982 savings. HP Fund accounts earned higher than the announced rate through September. Savers will receive the actual rates.

Month	Stock Price	Mutual Fund Price	Holding Period Fund YTD Annual Income Rate			Long Term Fund YTD Annual Reinvestment Income Rate	
			Price	1980	1981	1982	Price
January	\$58.075	\$24.957	\$10.00	11.0%	13.2%	16.5%	\$ 8.95
February	\$61.434	\$24.794	\$10.00	11.0	13.2	16.5	\$ 9.05
March	\$61.011	\$24.397	\$10.00	10.9	13.2	16.5	\$ 9.04
April	\$64.321	\$25.404	\$10.00	10.9	13.2	16.5	\$ 9.19
May	\$63.269	\$25.377	\$10.00	10.9	13.2	16.6	\$ 9.24
June	\$61.688	\$24.212	\$10.00	10.9	13.2	16.6	\$ 9.00
July	\$66.607	\$24.286	\$10.00	10.9	13.2	16.6	\$ 9.29
August	\$67.938	\$24.563	\$10.00	10.9	13.2	16.6	\$ 9.79
September	\$76.089	\$27.194	\$10.00	10.9	13.2	16.6	\$10.18
October	\$82.357	\$29.401	\$10.00	10.9	13.2	16.7	\$10.59

*At Oct. 29, 1982, the net current yield of the long term investment portion of the fund was 11.6%.

Pensioner potluck Dec. 14 at GE Club

The GE Club Holiday Potluck for pensioners is scheduled for Tuesday, Dec. 14, at 11:30 a.m.

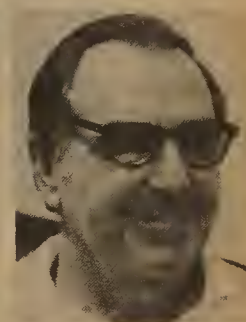
All GE pensioners are encouraged to attend this traditional event in the GE Club auditorium. The pensioners' activity committee asks those attending to bring a covered dish and their own table service.

The next potluck will be held March 8, 1983.

40 years of service



Doris Salge
Power Supply



Carl Swihart
GPM, Taylor St.

Adlets

DRIVERS WANTED

MUNTINGTON TO BDWY, 2, to fill car pool, 1st shift. Ext. 2629 or 356-1586.

RIDE WANTED

ST. JOE, IN, TO BDWY, 7-3:30 p.m., Ext. 3627 or 1-337-5258.

FOR SALE

KIDS' PUZZLES & GAMES; paperback books, good cond. 622-7107.

THE CHILD'S RECORD PLAYER w-new diamond needle, \$15. 625-4558.

WIND CHIMES; owl plaques; walnut night lights. 747-4767.

CLARINET, \$90; slate bumper pool table; roller skates; fish & ski boat. 747-0241.

3 CHANNEL MOBILE RADIO, Midland Mdl. 882B. 1-357-4034.

BOY'S WINTER JACKET, large, bge, like new, \$10. 747-4752.

YOUTH BED MATTRESS; save the whales game, new. 749-2323.

DIERSMAN END TABLES, 2, mahogany, \$49 ea. 432-5661.

YAMAHA PS-20 PORTABLE KEYBOARD w-case, new. 432-1134.

SNOW TIRES, 2, Uni Fastrak A78-13, 4 ply, \$10; 12" B&W Zenith prtbl TV, \$15. 485-9165.

ANTIQUE VICTORIAN BED, high-back, solid walnut, fits reg. dbl bed mattress. 422-4440.

ANTIQUE DESK, blk, glass top, chair, \$75. 432-1066.

79 OLDS 88 HOLIDAY, 2 dr., 33,000 miles, 20-PLUS MPG, perfect. \$5,900. 483-6217.

INETTE SET, parquet top table w-6 padded chairs, cost \$399, asking \$185, ex. cond. 449-1123.

WAS WATER HEATER, 40 gal., glass lined, good. 744-1462.

CONSOLE STEREO, AM-FM, radio comb., reasonable, \$50. 745-9918.

'78 CAPRICE WAGON, 9 passenger, like new, loaded, new eng., muff. system, shocks, alt. 486-1009.

GE ELECTRIC ROASTER, good cond., \$5. 422-7636.

POOL TABLE, \$40. 639-6462.

FIREWOOD by full cord only, mixture of oak, beech, hickory, ash, Ft. Wayne south. 639-6555.

ATARI VIDEO COMPUTER SYSTEM, new, \$100. 747-2120.

LAWN MOWER, lawn chairs, ladders, storage trunk, TV. 747-5154.

NATURAL GAS SPACE HEATERS - one floor mdl, one hanging, call Sat. a.m. 447-7968.

'80 CB 900; '81 GL-500, both half price, Silver Wing. 744-0513.

GARAGE DOOR OPENER, Perma Power, \$25, aft. 6 p.m. 446-4793.

AKC MINIATURE SCHNAUZER PUPPIES, salt & pepper, very rea. 432-1456.

TRUMPET, good for beginner. 485-6604.

'77 MONZA SPIDER, V-8, 4 spd., new paint & tires, must sell, aft. 4 p.m. 422-6279.

Bowling

Friday Nite Ladies

Donna Treesh (184) 513
Bonnie Roth 212

Ft. Wayne Deaf Club

James Pokorny 216-212
Danny Veught 224

Pete & Tillia

Janet Roeger 202
Beth Mettler 194
Ruby Palmer 189

Seniors League

Lucille Shriver 204
Beulah Huff 194
Nellie Teppmeyer 182
Leobe Scheefer 193
Betty Carlo 180
Robert Stute 220
Bernard Smell 210

GE Office

Gil Baker 266
Dave Rodewald 236
Don Shirk 235
Steve Scherer 224
John Janero 230
Dave Locker 219
Henry Helberg 219
Wayne Herrberg 211
Jim Clark 210

Small Motor

Don Ostrowski 213
Jim Welks, Sr. 212
Dean Crum 211
Buck Somers 211
Gil Baker 210

Apparatus League

Steve Scherer 216
Tom Schmidt 213
Don Hoffman 212
Ron Richarda 211

ATARI VCS, all controller, 14 cartridges incl. Pac-Man, Asteroids, etc., like new. 485-0594.

SNOW TIRES w-rims, 2, 775-14, \$25 each. 745-0347.

ALUMINUM SCREEN DOORS, 32"x80", \$20 ea.; oil space htr, tank & oil, \$45. 745-1645.

WANTED

EXERCISE BIKE, good quality, good cond. 485-3626.

CARPET or carpeting on rug, reasonably priced, any size. 747-4066.

GUINEA PIG & CAGE, reasonable, eves. 485-1846.

LIONEL & American Flyer Trains, any cond., aft. 5 p.m. 1-724-8011.

MEN'S HOCKEY SKATES, sz. 7-8, good cond. 482-1295.

FIBERGLASS TOP FOR CITATION DUNE BUGGY & gas heater. 625-3323.

SERVICE

LET ME DO YOUR CHRISTMAS SHOPPING, housecleaning, experienced, refs., reas. 747-5531.

INTERIOR PAINTING & WALLPAPERING. 422-1752.

CONTINUOUS GUTTERS & aluminum siding, free est. 627-2429.

FOR RENT

THREE BEDROOM HOUSE, 809 Lincoln Ct., \$175/mo. 489-5691.

DUPLEX, 2 bdms, near downtown, carpeted, nice, \$225/mo. 749-2898.

FREE

TO GOOD HOME, Schnauzer, male, 2 yrs. old. 484-0107.

*ADLETS

GE NEWS BLDG. 18-3
NO ADS TAKEN BY PHONE

INDICATE TYPE OF AD HERE:

- | | |
|-------------------------------------|---|
| <input type="checkbox"/> For Sale * | <input type="checkbox"/> Ride Wanted |
| <input type="checkbox"/> Wanted | <input type="checkbox"/> Riders Wanted |
| <input type="checkbox"/> For Rent * | <input type="checkbox"/> Lost |
| <input type="checkbox"/> Free | <input type="checkbox"/> Found <input type="checkbox"/> Service |

(PLEASE PRINT NEATLY)

Ads must be received only on this form by noon Friday for publication Thursday. You may submit only one adlet per issue of the GE News. No more than 40 letters per Adlet, please. Print phone number only on line indicated below. Property advertised must be available without regard to race, creed, national origin or sex.

Name _____

Address _____ City _____

Home Phone _____ Bldg _____

* The item(s) referred to in this ad are in no way connected with any business venture

Signature _____



GE Theatre drama Tuesday focuses on single parent family

The GE Theatre will present "Something So Right," a drama about a single parent family, Tuesday, Nov. 30, on CBS television. The show will be broadcast from 9 to 11 p.m. on WANE-TV, Channel 15.

When the mother in this show (played by Patty Duke Astin) realizes her 11-year-old son (Ricky Schroeder) needs the special attention of an adult male companion, she turns to the Big Brothers/Big Sisters agency for help.

Employees can identify

This is a show many Fort Wayne GE employees will be able to identify with since Big Brothers/Big Sisters is an agency that employees support through their donations to the United Way. More directly a number of GE people are helping and being helped through Big Brothers/Big Sisters of Allen County.

At least three Fort Wayne employees have children participating in the program, according to Frank Zirille, director of the local agency. Many more employees are participating as big brothers or big sisters, and there is a growing need for volunteers, says Zirille.

Currently there are about 300 active adult volunteers in the pro-

gram, but there is also a waiting list of 175 children. Zirille points out that the incidence of one-parent families is on the increase in the U.S.

According to the U.S. Census Bureau, about 45% of the children born in 1978 may spend at least part of their childhood with only one parent. Today there are over 12 million children in this category.

How does this situation affect these children? The GE Theatre drama gives some clues.

In the drama, the mother's job is exhausting, and to complicate matters her son is going through a period of rebelliousness and anger. After her son is caught a second time for truancy and shoplifting, his school principal suggests the mother get in touch with Big Brothers/Big Sisters.

Joey's match with Arnie Potts (played by James Farentino) seems an unlikely one at first, and Joey finds he must redefine his priorities when Arnie falls in love with his mother and Joey's long-absent father comes to visit.

If you're interested


If you would like more information about Big Brothers/Big Sisters, contact the agency at 422-7511

Holiday double discounts apply to TVs, video cassette recorders, microwaves

GE's Major Appliance and Television businesses have announced a special holiday double-discount program for employees and pensioners on certain models of TVs, video cassette recorders and microwave ovens.

The double-discounted products, usually available only for personal use when bought under the Employee Product Purchase Plan, also can be purchased as gifts for members of the pensioner's or employee's immediate family. Eligible family members are the spouse, children, parents, grandparents, brothers and sisters and such relatives of the eligible GE person's spouse.

The special program runs from Nov. 1 through Dec. 31, 1982. Under it, employees and pensioners can



General Electric Employee

HOLIDAY BONUS DISCOUNT PROGRAM

purchase up to three of the designated TV receivers, up to two video recorder systems, and up to three microwave ovens.

Also, when these models are purchased through participating dealers, no monthly payments will be required before February 1983, and no finance charges will be made before February 1983 when financing is

arranged through the General Electric Credit Corporation.

Product models available under the special holiday double-discount program include:

- 13" Diagonal Portacolor (R) TV models 13AC3502, 3503, or 3504 — Total discount \$80.
- 19" Diagonal Color (remote control) TV models 19EC3754, or 3756

- Total discount \$140.
- 25" Diagonal Color Console (remote control) TV models 25EM3850, 3852, or 3854 — Total discount \$210.
- Video cassette recorders:
 - ICVD3020 — Total discount \$210.
 - ICVT615 (electronic tuner) — Total discount \$80.
 - ICVP3024 (3020 & 615) — Total discount \$290.
- Microwave ovens:
 - GE Countertop model JET 209 — Total discount \$110.
 - GE Spacemaker model JVM 64 — Total discount \$160.
 - Hotpoint Countertop model RE 965 — Total discount \$120.
 - Hotpoint CounterSaver RVM 58 — Total discount \$160.

Permit No. 40

FORT WAYNE, IN

PAID

U.S. POSTAGE

BULK RATE

Address correction requested

1050 S. Anthony Blvd.

Fort Wayne, IN 46803

(For quickest response, please mail all non-intracompany address changes directly to Mail, Inc. at the address printed above. Be sure to include both your old and new addresses indicating zip codes for each.)

General Electric News

Published weekly by the General Electric Company, an equal opportunity employer, in the interest of all GE employees and their families here. May not be reproduced in whole or part without express permission of General Electric Company.

1635 BROADWAY
PO BOX 2204
FORT WAYNE IN 46801
Phone 428-3249
(Dial Comm. 8*380-3249)

GENERAL ELECTRIC

New

**Extended Hours at
YOUR EMPLOYEE STORE**

Until Christmas
M-F 10-5:30, SAT. 10-4:30

Open
Friday and Saturday
November 26, 27
1030 Swinney

General Electric News

DECEMBER 2, 1982

FORT WAYNE, INDIANA

VOLUME 64, NO. 46

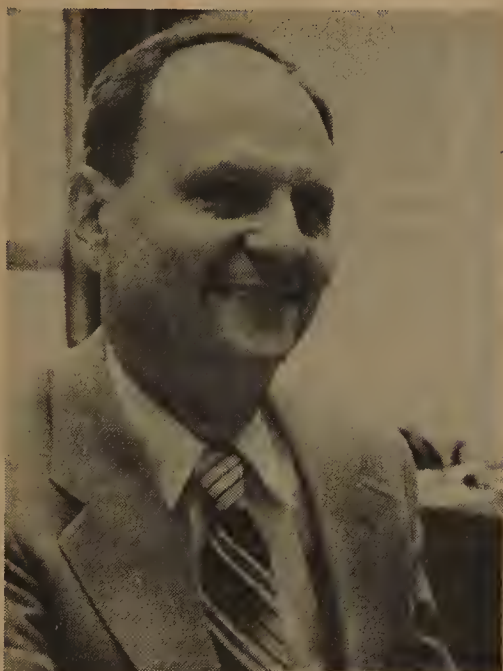
GE businesses tighten inventories to cut costs further

If you have ever run out of material to operate your machine at work, run out of a key ingredient when cooking, or run out of gas trying to make it to a cheaper gas station, you know the problems too low an inventory can cause.

But carrying too high an inventory can cause problems too, because it ties up cash that should be put to better use elsewhere.

For GE's businesses in Fort Wayne, the importance of inventory control is magnified during periods of low sales and high interest rates such as we have experienced this year.

In this first of a series on inventory control, the managers of finance at two Fort Wayne GE businesses explain why inventories are so important and what our businesses are doing to control them.



Finance managers Tom Dickson (left) of GPM and George Bartling of STD explain the importance of inventory control — especially at the end of the year.

the costs we can control. A big item is the cost of carrying inventory."

Carrying too much inventory of materials or products creates a number of needless costs, explains Bartling.

"Perhaps the most publicized cost is the interest we pay for the money needed to carry inventory until it is sold," he says. "Each GE business pays an imputed interest rate equal to the prime rate for funds used for inventories. This rate has varied from 18% in January to 12% in November. At 12%, a business carrying \$1 million worth of inventory will pay interest of \$120,000 a year. That's just about half the total cost of the inventory."

The many costs of inventories

Bartling says other costs include storage, local property tax and insurance. Also, the more inventory, the greater the risk of damage or theft, and the greater the risk that inventories will become obsolete before they are sold.

"These costs are real, and they are costs we can do something about," says Bartling.

Both managers point out that businesses, including GE customers and suppliers, have additional incentives at the end of a fiscal year to drive inventories down further. For one thing, it reduces the costs of carrying inventory during year-end

shutdowns. Secondly, reduced inventories may improve the year-end financial performance of certain businesses.

A balancing act

Controlling inventories wisely, however, requires that businesses perform a delicate balancing act between reducing costs and serving their customers.

"We may want to stock a sizable inventory of certain motors and critical-purchase parts to ensure that we can meet short-cycle orders from our customers," says Dickson. "As you know, we have won a number of orders away from competitors because we could meet the customer's short lead times."

He notes that manufacturing and marketing people work together to decide which models need to be stocked and which do not.

"In addition to finished goods inventories, we also have raw and in-process inventories," notes Dickson. "You want to have enough raw materials such as aluminum and steel so you can run your production lines efficiently. On the other hand, you don't want to buy too much too soon because you lock up cash and have to finance the excess inventory."

Dickson and Bartling both note that the Japanese often use a system called "just-in-time" inventory

control. In some of their manufacturing plants, materials arrive just in time to go into production.

"We're not to that point yet," says Bartling, "but we are getting a lot smarter about controlling our inventories."

STD's Material Requirements Planning system has put computers in the hands of stockkeepers and has allowed manufacturing to track its inventory needs a lot more closely.

The third type of inventory is called "in-process" inventory because it consists of motors or transformers that are in the process of being built. This inventory consists not only of the parts and materials that go into a product but also the labor used to produce it.

"The best way to reduce in-process inventory costs is to build the product right the first time," says Dickson. "If you have zero-defect quality, you will have less money tied up in scrap, in building the wrong motor for the customer and in rework."

Both managers emphasized that controlling inventories and achieving the delicate balance needed between customer service and reducing costs is a cooperative effort.

GPM engineers, for instance, are using marketing information to reduce the number of different parts needed to build GPM's large line of motor models. This will reduce the number of different shaft lengths and other parts GPM will need to keep on hand.

Manufacturing is stressing quality so that it can decrease the buffer stocks of inventory it carries to make up for scrap and customer rejects.

"The emphasis on inventory control is widespread," notes Bartling. "Our customers have been holding down inventories all year as evidenced by the large number of short-cycle orders we have had. Our suppliers also have cut back."

"The trick is to keep inventory costs as low as possible and still keep production running smoothly and the customer satisfied. Everyone seems to be playing that game, and they're playing it closer than ever before to stay competitive in a very tough year," he concludes.

Cost-of-living pay increase to be 6 cents an hour Dec. 27

All hourly and nonexempt-salaried pay rates in this location will be increased Dec. 27 by a cost-of-living adjustment. Hourly rates will go up 6 cents, while non-exempt-salaried weekly rates will advance \$2.40.

The size of this increase was determined Nov. 23 when the federal government released October's Consumer Price Index for urban wage earners and clerical workers (CPI-W).

Under the contract negotiated

by the company and the union this summer, this cost-of-living payment is based on the four-month rise in the index since June.

In that period the CPI-W rose

1.2%. The formula provides a 1-cent-an-hour increase for each full 0.2% rise in the index.

As usual, this pay increase will escalate the employee benefits which are linked to an employee's earnings.

Double credit deductible may save you money on medical bills

It's "double credit deductible" time for doctors' visits, prescription drugs and other Type B medical expenses under the GE Insurance Plan.

From Oct. 1 through Dec. 31, medical expenses used to meet the deductible requirement for Type B coverage in the current year can be carried over and used to meet the deductible requirement for the following year as well.

Deductible explained

Under the plan, individuals pay the first \$50 of Type B medical expenses, but the total for any family is never more than \$125. This payment is called the "deductible."

Since any deductible amount incurred by the employee during the fourth quarter of 1982 can also be used to meet the deductible requirement for 1983, the employee receives a "double credit" for the deductible.

Homer Jennings, manager of insurance claims disbursements, emphasizes that this provision applies only to Type B medical expenses and only to deductible expenses incurred in the last three months of the year.

is met, the GE Insurance Plan will pay 85% of additional Type B cov-

"Also, the sooner you file your 1982 claims, the sooner you will have information available for filling out your income tax returns."

ered expenses that arise during the calendar year.

Jennings urges employees to turn in all 1982 claims as soon after the first of the year as they can.

Speeds up benefits

"Not only will you receive your money faster if you have benefits coming to you, but you also will be sure of filing before the June 29, 1983, deadline for 1982 claims," notes Jennings. "Also, the sooner you file your 1982 claims, the sooner you will have information available for filling out your income tax forms."

How double credit deductible works:

Example 1		
1982		
	Type B expense	Amount qualifying for carryover
Jan.-Sept.	-0-	-0-
Oct.-Dec.	\$ 50	\$ 50
1983		
Carryover		
Deductible:		\$ 50

In this case all Type B expenses were used to meet the \$50 individual deductible in the fourth quarter. Since all \$50 is carried over to 1983, the first Type B expenses the employee incurs in 1983 will be approved for 85% reimbursement.

Example 3		
1982		
	Type B expense	Amount qualifying for carryover
Jan.-Sept.	\$ 20	-0-
Oct.-Dec.	\$ 50	\$ 30
1983		
Carryover		
Deductible:		\$ 30

The \$30 Type B expenses used to fulfill the \$50 deductible requirement in the fourth quarter will be carried over to 1983. Once the employee incurs \$20 additional Type B expenses in 1983, the \$50 deductible requirement will have been met.

Example 2		
1982		
	Type B expense	Amount qualifying for carryover
Jan.-Sept.	-0-	-0-
Oct.-Dec.		
You	\$ 40	\$ 40
Spouse	\$ 45	\$ 45
Child	\$ 40	\$ 40
1983		
Carryover		
Deductible		\$125

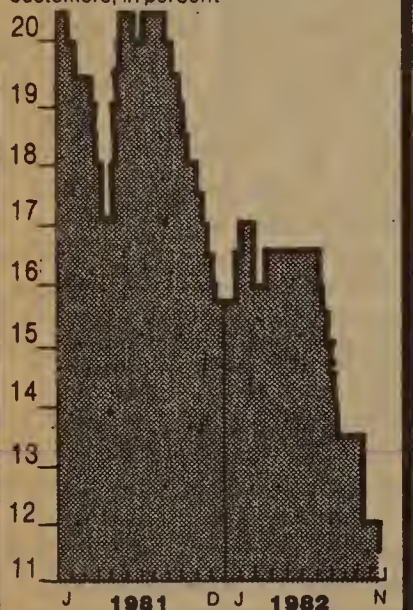
Since total family expenses are \$125, this family has satisfied the deductible requirement in the fourth quarter. The first Type B expense by any family member in 1983 will be covered by the plan.

Example 4		
1982		
	Type B expense	Amount qualifying for carryover
Jan.-Sept.	\$150	-0-
Oct.-Dec.	\$ 50	-0-
1983		
Carryover		
Deductible:		-0-

The carryover deductible provision does not apply in this example because the individual \$50 deductible requirement was met before Oct. 1, 1982.

Prime Rate

The rate posted by banks as that charged to their best corporate customers, in percent



The New York Times / Nov. 23, 1982

Prime rate drops

Major banks cut their prime lending rates last week to 11.5%.

That's the lowest level since September 1980, the New York Times reported, but it is still high by historical standards.

As interest rates go down, construction, business investment and inventories tend to go up. These activities increase the orders for motors, transformers and other products. Bankers quoted in the New York Times story expected further declines in interest rates to be slow in coming.

Major reinvestment in Louisville

Advanced dishwasher factory coming to life

"There's not another line like it anywhere," says Don Kind, a utility operator participating in the Project C pilot run last month in Louisville, Ky., where the Major Appliance Business Group is making a multi-million dollar reinvestment in its dishwasher plant to make it the most modern dishwasher factory in the world.

The \$38.6 million Project C investment is one of the largest ever made at one time in the Louisville operation, involving advanced manufacturing processes and product quality improvements.

Roger Schipke, senior vice president and group executive of MABG, said, "This investment will give us the technological edge to stay ahead, not only of the domestic competition we know today, but also the international competition which will become even greater during the '80s."

First announced to employees in January 1981, Project C has included product development, equipment installation, employee training, and test and pilot runs in preparation for the start of production of the first new models in January 1983.

Retraining Important

The new system has improved the flow of materials and enabled the replacement of nine miles of old mono-rail conveyors with a new, more efficient system less than three miles in length.

Maintenance employees working

on the system are receiving intensive training on the GE Series Six programmable controllers which direct the system's operation. Other employees are learning how to maintain and repair a wide range of new equipment being installed throughout the factory.

Top-of-the-line tub in all dishwashers

At the same time Project C is converting Louisville's Building No. 3 to state-of-the-art manufacturing processes, pilot runs of newly designed dishwashers using GE's Permatuf® tub and door liner are taking place.

Permatuf® is the plastic currently used in GE's best dishwashers. It is formulated in MABG's Frankfort, Ky., plant where \$3 million of the total investment was spent to increase production of the product.

As the new models come into production, Permatuf® will be used in every GE built-in dishwasher to provide consumers with a product of high performance and quality.

According to Project Manager Ray Rissler, "These facilities can't be matched anywhere."

Employees comment

Unit manager Steve Brian of the Project C final assembly area commented on a recent pilot run. "The result of this initial phase shows we have an excellent product and manufacturing process. This, coupled with the enthusiasm of the employees, will contribute to the project's long-term success."

"I think it's definitely the coming thing," said Joe Donlon, one of the operators for the new system. "You've got to do it to be competitive," he added.

Another operator, Bill Noltemeyer, commented on the changes in the dishwasher factory, "We slept through the '70s, and we're coming awake in the '80s. It's sink or swim time from now on!"

General Electric News

Published weekly by the General Electric Company, an equal opportunity employer, in the interest of all GE employees and their families here. May not be reproduced in whole or part without express permission of General Electric Company.

GENERAL  ELECTRIC

Chuck Welch, Manager
John Peirce, Editor
Rex Mericle, Chief Photographer
Gloria Smith, Adlets
1635 BROADWAY
PO BOX 2204
FORT WAYNE IN 46801
Phone 428-3249
(Dial Comm. 8*380-3249)

Former GE Lamp Plant site picked as Automation Department headquarters

One of GE's newest and most promising businesses, the Automation Systems Department, will establish its headquarters at the former Plymouth (Florida) Lamp Plant, James A. Meehan, ASD general manager has announced. Meehan was formerly general manager of GPM.

ASD markets industrial robots designed for assembly, welding, spraying, material handling, and process applications such as grinding, polishing and deburring.

The department — formed little more than year ago — employs just under 100 professional and technical employees in the Bridgeport, Conn., area. Employment will increase as demanded by growth of the robot market, Meehan said.

New business to use existing GE facility

Meehan said the department will occupy a 220,000 square-foot facility, which until last July produced miniature lamps and flash cubes for the Lighting Business Group. The facility is situated on 60 acres 15 miles north of Orlando.

In describing the Orlando site selection, Meehan said that the company decided to locate the robotics operation in a community with an existing GE factory, rather than construct a new facility.

"We wanted to keep this high technology business in a GE location," he said. "Orlando fit the bill on such major criteria as available space, future expansion potential, community profile, industry and university partnership, customer attractiveness and employee quality of life," he said.

Robot industry expected to grow

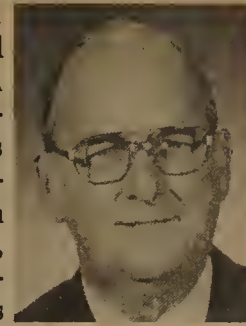
Robot industry sales will be approximately \$170 million in 1982. "We expect the fast-moving U.S. robot systems market to reach several hundred million dollars by 1987," Meehan said, "with growth approaching the \$2.4 billion level by 1992. We will have a sizable share of those markets."

GE entered the robot market a little more than a year ago when it introduced the Allegro assembly robot, and has since expanded its offerings to give the company the broadest product line available from a single U.S. supplier.

Earlier this month ASD opened an Automation Application Center in the Detroit suburb of Troy, Mich., for the exhibition and demonstration of GE's full line of robots and vision systems, including those which have particular application for the automotive industry.

More employees to retire Jan. 1

Charles E. Derbyshire will retire Jan. 1 with 41 years of service. He began his career as a student engineer in Schenectady, N.Y. His final assignment was unit manager at STD. "The pension and savings plans certainly permit a golden retirement of fishing, travel, camping and the pursuit of many hobbies, which we plan to do."



Harry L. Byall will retire with 41 years of service. An assembler at GPM, Winter Street, he got his start as a stock accumulator in Building 6-2. "I have received good benefits from General Electric through the years. I plan to do gardening and genealogy and to travel with my wife."



William A. Davies will retire Jan. 1 after 31 years of service. He started his career in production at STD, Building 26-2. His final assignment was specialist in personnel practices at Taylor Street.



40 years of service



Vassie Toms
Wire Mill



Matthew Jackson
GPM, Taylor St.

Retiree reunion set in Florida

Retirees from Fort Wayne and Decatur GE plant locations are invited to attend the annual reunion Feb. 3, 1983 in Seminole, Fla., south of Clearwater. Advance reservations are necessary, according to John Lare, who retired from STD in 1963.

For reservations and more information about the time and place of the reunion, contact Lare by phone at 1-813-734-4132 or mail: John Lare, 1100 Curlew Road, Lot 156, Dunedin, FL 33528.



Tommie Black
STD, 19-2



Max Jenkins
Wire Mill

Adlets

FOR SALE

THREE PC. LIVING ROOM SUITE, ex. cond., \$300. 422-7164.
SNOW TIRES, 2, D78-14; alum. casement windows, various szs. 424-6246.
HUMIDIFIER, Sears, auto, 9 gal. tank, good cond., \$50. 747-3792.
ANTIQUE VICTORIAN HIGH-BACK BED, solid walnut, flts reg. dbl mattress. 422-4440.
HUMIDIFIER, cabinet, Wards, good cond., \$50. 484-7461.
AIR CONDITIONER for Scout or Travel All, new. 639-6543.
'78 TOYOTA CELICA ST COUPE, low miles, good cond. 456-6002.
MALE SHEPHERD, pet & family dog, 2½ yrs. old. 747-5257.
STORY & CLARK SPINET ORGAN w-dual keyboard, reasonable. 749-5375.
INSULATED SUITS & BOOTS: men's sz. med., women's sz. small. 747-5154.

FURNACE PARTS - motor, fan, etc., aft. 1 p.m. 484-2147.
ROCKING "WONDER HORSE", spring mounted, 24", ex. cond., aft. 5:30 p.m., \$25. 625-4332.
ARTIFICIAL CHRISTMAS TREE, 7', aft. 5 p.m. 747-2135.
BAUER ICE SKATES, boy's sz. 6; Warrior roller skates, men's sz. 9. 447-4404.
MATTRESS & SPRINGS, twin sz., Sears Best, good cond., \$25. 483-7778.
'71 NOVA, 350, little rust. 484-1106.
'82 B&W TV, 12", Panasonic, \$50. 447-9138.
'74 INTERNATIONAL TRAVEL-ALL, 4'x4', auto, air, lo hub, body rough, \$1,200. 483-3926.
'66 CADILLAC CONVERTIBLE, ex. cond. 426-5112.
GIRL'S THREE SPEED HUFFY BIKE, 26". 483-4396.
HOCKEY ICE SKATES, 2 prs., sz. 8, new, reas. 447-5412.
'73 NOVA, ps, pb, new frt tires, bear springs, tuned, needs body work, make offer. 447-3675.
COUCH, \$75; chair, \$50; credenza, \$20; bar w-4 stools, \$250. 484-8448.

Bowling

Friday Nite Ladies		GE Office	
Mary Koontz	198	Steve Scherer	828
Senior Citizens		Harold Baker	807
Hilda Marks	195-190	159-246-202	
Gertrude Snyder	193	Jim Weeks, Jr.	600
Gladys Wright	162	215-204-181	
Paul Merkey	203	Maury Haines	255
Ralph Thomas	201	Don Bell	234
Leon E. May	200	Gil Baker	231
Roy Johnson	207-201	Tom Schible	215
Walter Free	218	Walt Hein	210
Bruze Kiner	202		
Betty Carlo	514		
186-181-187			
Mac Dial	509		
177-148-184			
Dottie Younghaus	552	Jay Miller	248
142-223-187		Jim Weeks, Jr.	212
		Wednesday Owl	

'72 CHEV. IMPALA; 20" girl's bike. 456-8311.
'74 MONTE CARLO, 350, 2 bbl, air, auto, \$700 or best offer, aft. 4 p.m. 747-6782.
19" GE COLOR TV, ex. cond. 483-0467.
'79 OLDS Royal Delta 88, 4 dr., air, cruise, auto. \$4,900. 432-7153.

WANTED

CANNING JARS, pint or smaller. 493-2241.
LIONEL & American Flyer Trains, any cond., aft. 5 p.m. 1-724-8011.
28" WIDE FREEZER TOP REFRIGERATOR, will trade 32" for same. 446-0632.

FOR RENT

THREE ROOM APT., furnished & util, 747-2469.

TRAILER, 12'x60', Countryside, \$165/mo., stove, refrig. 449-0383.
TWO BEDROOM HOUSE, near Southtown, gas heat, garage, \$200/mo. 447-1042.

FREE

PUPPIES, 10 weeks old, German shepherd & retriever, aft. 5 p.m. 1-347-4708.

SERVICE

GUTTERS & aluminum siding, free est. 627-2429.

LOST

LARGE BLACK & TAN ROTTWEILER, Hoagland area, \$75 reward. 639-6813.

*ADLETS

GE NEWS BLDG. 18-3
NO ADS TAKEN BY PHONE

INDICATE TYPE OF AD HERE:

☐ For Sale * ☐ Ride Wanted
☐ Wanted ☐ Riders Wanted
☐ For Rent * ☐ Lost
☐ Free ☐ Found ☐ Service

(PLEASE PRINT NEATLY)

Ads must be received only on this form by noon Friday for publication Thursday. You may submit only one adlet per issue of the GE News. No more than 40 letters per Adlet, please. Print phone number only on line indicated below. Property advertised must be available without regard to race, creed, national origin or sex.

Name _____

Address _____ City _____

Home Phone _____ Bldg. _____

* The item(s) referred to in this ad are in no way connected with any business venture

Signature _____

In memory

Myrtle F. Cornell, 4515 Hoagland Ave., died Nov. 18. She worked in finishing at GPM, Taylor Street, prior to retiring in 1968.
Evie L. Brintley, 1404 Hurd St., died Nov. 16. She was a machine operator at GPM, Taylor Street prior to retiring in 1980.
Estel W. Easterday, Angola, died Nov. 15. He was a first class mason prior to retiring in 1970.
Alden Eagle, 4323 Winter St., died Nov. 12. He was a grinding machine operator prior to retiring in 1977.

Recession and changing needs hurt business

AMO orders, down 65%, continue to decline

Many of the same forces that have sent the U.S. machine tool industry into a tail-spin have also affected the Advanced Manufacturing Operation of MTO.

"Our order rate has continued to decline, and the rate for the fourth quarter is down 65% from a year ago," says Bill Woods, manager of AMO. "Our backlog of work available in-house is down 60% from January."

AMO designs and builds specialized machine tools in Building 19 for GE businesses, primarily GE's motor businesses. Sales volumes in all these businesses have dropped significantly this year.

"When sales volume drops, businesses look for ways to cut expenses. One item they cut first is orders for new equipment," notes Woods.

Since most of the product departments are not using the equipment they have to full capacity, there is little incentive for them to invest in new equipment in the current recession.

Slow recovery won't help much

In addition, the recovery from 1982's depressed levels is expected to occur slowly.

There is also a shift occurring in the needs of the product departments.

"Our motor businesses are continuing to invest in new equipment and will increase their investments as motor sales pick up, but a major portion won't be the type of equipment that we build at AMO," says Woods.

"Our biggest single product for many years has been winding equipment, but essentially our customers' winding needs have been filled."

A lot of their program spending is now going into standard machine tools such as grinders and lathes.

"As a result of these factors, our order rates for 1983 will be down further. Unfortunately, this will require further reductions in our workforce in 1983," says Woods.



Bill Woods, manager of the Advanced Manufacturing Operation, points out that the decline in AMO's order rates is similar to the decline in the entire U.S. machine tool industry. (See story below.)

In addition to the economic forces that are eroding AMO's markets, competitive forces also are at work. AMO competes against outside manufacturers for orders at GPM, SMD, HMD and other GE departments.

Its equipment building competitors include Industria and Advance Machine & Tool in Fort Wayne, and Machine Products Corp. of Dayton, Ohio. Die making competition includes LH Carbide of Fort Wayne and Lamina of Oakpark, Mich.

Another big problem for AMO has been that its prices often run 20 to 25% higher than other suppliers, and delivery times are often longer. In

order to remain competitive, GE product departments seek the best equipment available at the lowest price.

In addition to providing equipment and dies, AMO also develops new manufacturing process technology to support new motor designs, notes Woods.

"During a recession like this, we don't do as much of the basic development work as we need to do. It takes much higher sales volume to cover our high base costs and support this kind of activity," Woods says. "To ensure that the motor departments maintain their process technology leadership, we must find a way to greatly increase our development activities."

In the past, GE's motor businesses have added new plants and new equipment fairly regularly to keep up with growing markets. That trend has been reversed by the prolonged recession and increased competition.

He compared the changes taking place in AMO to the life-cycle of a family. When the family is growing, it keeps adding on to the house to make room for the family's growth. But when the family matures, the parents are left with a house that is too big for their needs. It costs money to heat the extra rooms that aren't being used, and they are paying for a bigger house than they really need. They start looking at alternatives. Do they move into a smaller house? Should they rent out the extra space?

Alternatives under study

Woods says, "AMO has come to this point where capacity greatly exceeds the demand, so we are studying alternative actions to respond to these changes in our business environment."

"Our role is to serve the motor businesses," says Woods. "We are evaluating how we can best fill that role given the current economic outlook and the future needs of our customers."

Children need tickets for Christmas party

Wednesday, Dec. 8, is the last day tickets to the GE Club Children's Christmas party will be available throughout the plant locations.

Beginning Thursday, Dec. 9, any remaining tickets will be available at the Employee Store or Club bowling lanes.

The Christmas party will be held Sat., Dec. 11. Shows are scheduled for 12:30, 2:30, and 4:30 p.m. for employees, pensioners and their children. Only the children need tickets.

HOLIDAY HOURS

at

YOUR EMPLOYEE STORE

10-5:30 Monday thru Friday

10-4:30 Saturdays
until Christmas

1030 Swinney

'Business is rotten' in machine tool industry

The recession has battered the machine tool industry in the U.S. this year. A September story in the New York Times noted, "The depressed state of the industry should not be underestimated."

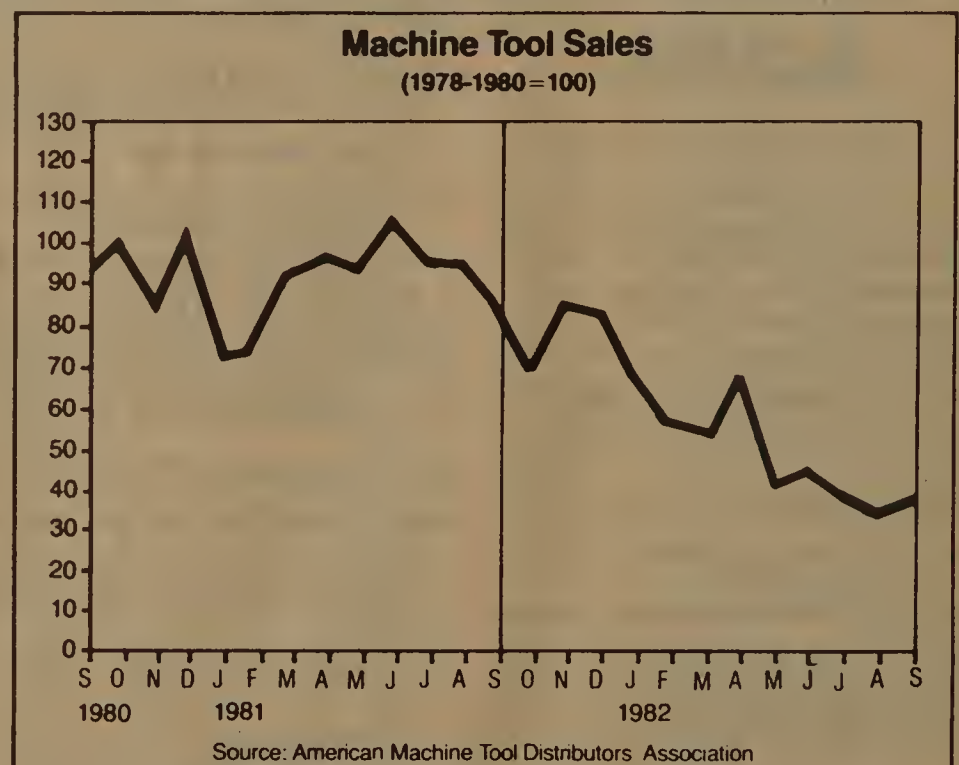
October orders for all types of machine tools were 45% below the level of October 1981 and 79% below the \$565.1 million of three years ago, during an industry-wide boom. The latest figures were reported in *The Wall Street Journal* Monday.

The Advanced Manufacturing Operation of MTO at West Broadway, which supplies specialized machine tools primarily for GE's motor businesses, has experienced similar declines in orders.

Layoffs, closings continue

In spite of a 37% increase in U.S. machine tool orders in October, Richard Ainsworth Jr., vice president of the Acme-Cleveland Corp., told the *Wall Street Journal*, "business is still rotten. It is a very difficult climate for anyone to justify major capital commitments."

Machine-tool companies are laying off employees, closing plants and taking other measures



The American Machine Tool Distributors Association reports sales by foreign and domestic distributors are down 55% from a year ago. Their index sets 1978-80 order rates at 100. By comparison the September sales index was 45.

to bring production down to the level of new orders, the *Journal* reported.

Most machine-tool executives interviewed by the newspaper said they don't expect a sustained

upturn to begin until mid-1983. With factories across the U.S. running at only 68.5% of capacity, there is little incentive or need for them to expand their capacity with new equipment.

General Electric News

DECEMBER 9, 1982

FORT WAYNE, INDIANA

VOLUME 64, NO. 47

Some operations to hit record low inventories

(Second in a series)

On December 31 a "snapshot" will be taken of Fort Wayne GE businesses. Every bit of inventory in that snapshot will count as a cost against the businesses and will lower earnings for the year.

Good earnings help GE businesses compete for corporate investment dollars needed to keep their operations competitive in future years. For that reason, Fort Wayne operations intend to draw inventories as low as possible by the end of the year. They are trying to do this without causing shortages or jeopardizing customer service.

Here is a look at what GE businesses are doing to reduce inventory costs of their operations:

Hermetic Motor

"Our raw and in-process inventories are as tight as they've been in any 15 years here," says Art Schmidt, production control manager for HMO.

"Our customers, such as Copeland and Tecumseh, practically work out of the back of our trucks they are so tight on inventory control. As a result, we have to respond to their needs on short notice and control our own inventories very carefully."

Schmidt says HMO went to short work weeks the last part of this year for two reasons. The first was to maintain the ability to respond on short notice to customer orders. The second was to control HMO's inventories better.

"We don't stock inventories of wire in our warehouse like we used to," he notes. "On numerous occasions wire has been picked up at the Wire Mill dock and brought directly to winding machines to keep production lines running."

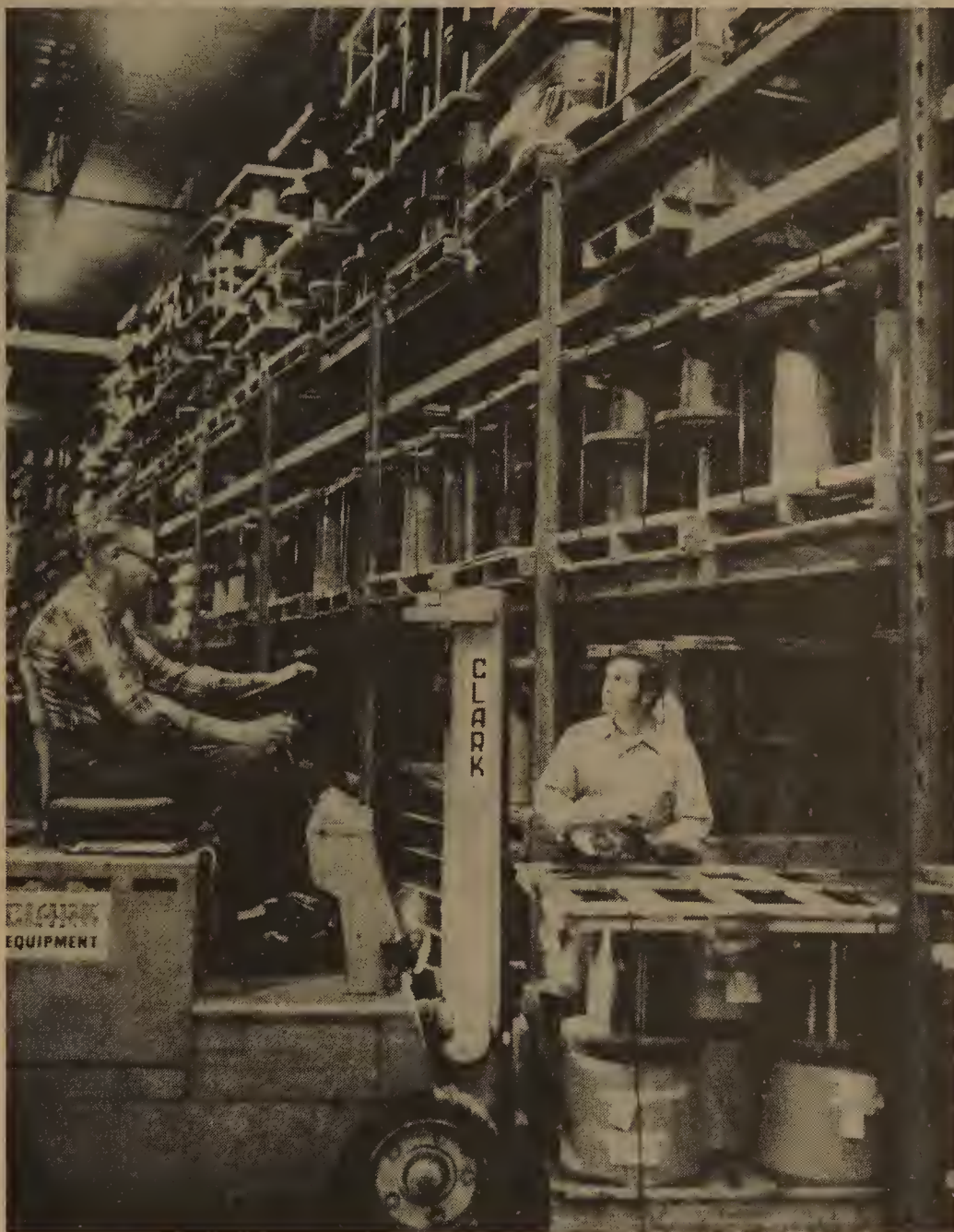
Rather than buy more materials when they run low, HMO first checks to see if other HMD plants have the material in stock. This helps reduce costs for the entire department.

With order rates looking somewhat stronger in 1983 and finished goods inventories being so low, Schmidt says HMO hopes to go back to a five-day week in January.

"Our customers will continue to order on short lead times and keep a tight lid on their inventories in 1983," he says. "We'll start the new year with minimal amounts of material on hand, but we plan to avoid shortages that would affect production."

Broadway GPM

"At GPM, Broadway, we don't buy inventory 'just in case' any-



Paul Lange, HMO trucker, backs out one of the few remaining pallets of wire in inventory at the HMO warehouse on Engle Road. "There is not too much wire left in our safety stock, but there are a lot of empty spools," he says. Production control Specialist Tom Rothgeb (right) adds, "We are living hand-to-mouth on inventory. We don't order any more unless we absolutely need it." All Fort Wayne GE businesses are reducing inventories at year end to help make up for the lack of sales in 1982.

more. We buy it 'just in time'," says Ed Phipps, manager of materials and systems.

"It's just cheaper for us to scramble than to carry expensive materials financed at high interest rates."

He says a totally different philosophy is causing GPM customers and vendors to do the same.

"Our customers don't want to carry expensive inventories for motors, so they order in smaller lots and give us shorter lead times. We pressure our vendors to do the same for us. They're willing to cooperate because their sales are down too."

Phipps notes that reducing safety stocks increases the risk of running out of materials, but it's a risk worth taking.

"I'd rather see us try to cut costs

first by reducing inventories before we have to resort to more drastic measures like reducing the number of employees," he says. "It can be frustrating, especially for incentive workers, but most people understand what we're trying to do. We've all had to work more closely together."

GPM is doing a number of things to minimize inventories at Broadway:

- The Zero Defects Program has reduced the extra inventory needed to make up for scrap and material defects.

- GPM has pressured vendors to improve the quality of the materials delivered to Broadway. "We pay more for higher quality, but we don't have to order, say, 1,100 parts to get 1,000 good ones."

- GPM engineers have helped materials people identify available substitutes for parts in short supply.

- GPM plants help control inventories by selling each other material rather than buying from vendors.

"Ours is a short lead time business to begin with," says Phipps. "Our computer customers, for instance, have to keep inventory costs low to compete with the Japanese and other low-cost companies. They want motors from us just in time to put them into production. They also expect zero defects so they don't have to overstock inventory and do incoming inspection."

"To meet these customer demands, we have asked our suppliers to do the same for us. The whole inventory pipeline has tightened up significantly."

Still, Phipps says there is a great opportunity for improvement. "We all need better information so we can anticipate inventory needs before they get to be problems. Engineering and people on the floor are well aware that we have brought safety stocks way down. They may see one box of stock parts where there used to be stacks of them," notes Phipps.

Taylor-Winter

Dick Habegger, plant manager of the Taylor-Winter Operation, says safety stocks represent a key opportunity for reduction but are maintained for three reasons:

- 1) to provide customer service, 2) to insure against vendors being unable to respond when parts are needed, and 3) to make up for scrap generated in the shop.

"Scrap may be the result of improper tooling, poor planning, or just plain sloppiness," notes Habegger. "We know we can cut down our inventories if we can cut our scrap, and that's important. Money tied up in excess inventory is money that can't be spent elsewhere — such as for investment in new equipment or payroll."

"Our employees do suggest ways to build our motors so as to avoid scrap, and we need as many of those suggestions as we can get."

Habegger points out the pressure to reduce inventory is a common occurrence everywhere.

"Because of the high cost of inventories and the uncertainties of the market place, our customers don't want to stock more inventory than they absolutely have to. That's why lead times are so short in our business."

"In that same vein, we have succeeded in shortening the lead times with many of our vendors too."

See INVENTORIES, Page 4.

Competitor profile

Fast growing Baldor feels recession's pinch

Baldor Electric is a fast growing company in the electric motor industry that competes with GPM, especially the Taylor-Winter Operation.

Baldor is a top competitor in 140/180-frame motors, the type produced in the Taylor-Winter Operation, says Carl Saroff, marketing analyst for GPM. The 180-frame is one of Baldor's best selling motors.

Baldor market share is less in the 40-frame size produced at Taylor Street.

A Broadway competitor, too

Baldor also competes against GPM, Broadway, for sales of DC motors. In 1977 Baldor purchased Westinghouse's tooling for golf cart motors and industrial vehicle drives. So far, however, Hitachi has been GPM's biggest competitor in the golf cart markets.

Unlike diversified GE competitors, Westinghouse and Emerson, Baldor concentrates almost totally on the motor industry. About 94% of its sales are electric motors.

One of Baldor's competitive advantages, says Saroff, is having modern manufacturing facilities at low labor cost sites in the South. They also concentrate on high volume business and emphasize product quality.

Relatively new plants

Baldor's oldest motor production facility is in St. Louis and was built in 1963. Its headquarters and largest production facility is in Fort Smith, Ark. Other production locations are Westville, Okla., and Columbus, Miss.

Baldor channels much of its motor sales through a network of over 4,000 franchised distributors. To serve these distributors, Baldor maintains inventories of finished motors in regional warehouses. About half of Baldor's sales is through distributors.

In its extensive magazine advertising, Baldor emphasizes its low prices, availability of motors and energy efficiency. Baldor advertises in 24 trade magazines.

Baldor's low manufacturing costs often allow it to underprice GPM motors, says Saroff. He notes that GPM is taking steps to improve its cost competitiveness. This year's consolidation of the Taylor and Winter Street operations and the transition of 140-frame from Winter to Taylor Street are efforts to improve GPM's ability to compete on price with companies like Baldor.

Investments in robotics and computerized equipment also have improved GPM's productivity and quality as well.

Hurt by recession

Like GPM and other motor manufacturers, Baldor has been hurt by the lower sales in 1982. For the third quarter of 1982, Baldor reported its sales were down 17% from a year ago, and its profits dropped 47%.

In 1981 Baldor earned 7.3 cents profit for each dollar of sales, whereas the General Electric Company earned about 6.1 cents per sales dollar. So far this year, however, Baldor is earning much less profit on the sales dollar — about 5.8 cents.



Ron Fisher, tester first class, prepares to test a Baldor 180-frame motor (top) and a 140-frame motor that compete against motors manufactured by GPM's Taylor-Winter Operation. "Baldor makes a pretty competitive motor," says Ron.

GPM snatches order from Baldor

"Baldor makes a pretty competitive motor," says Ron Fisher, tester first class in GPM's motor test lab, Taylor Street.

"Once in a while a customer will come to us and ask if we can beat the performance of one of Baldor's motors. If we can, we often get the business."

Of course, performance is not the only factor that determines how well GPM competes against Baldor and other motor manufacturers. Service and price also are important.

Recently the lab played an important part in gaining orders from Ingersoll Rand, where Baldor is a major motor supplier.

Quality problems apparently jeopardized Baldor's position as a supplier of 180-frame motors to this air compressor manufacturer. GPM quickly submitted sample motors and won the business, as reported in the October 14 GE News.

Recently Winter Street received a follow-up order for more 180-frame motors from this customer.

One of the improvements in GPM's ability to respond to customer requests for samples is the investment in new computerized testing equipment at the Taylor Street lab.

Faster samples

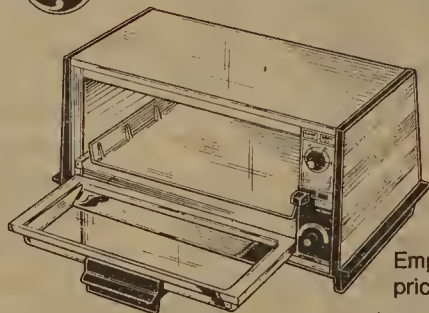
"We can now do in a day the tests that used to take almost a week, and that has helped us get our samples out much faster," notes Bill Anderson, lead operator. Anderson helped design the equipment and software now used in the lab. "We're still learning and working out the bugs of this new system, but it has greatly reduced our turnaround time, he says.

EMPLOYEE STORE HOLIDAY SPECIAL

10% OFF
All Class A
Housewares &
Audio Products
(except a few
discounted items)



GE TOAST 'N BROIL TOAST-R-OVEN[®] TOASTER (T28)



• Extra-capacity oven, broiler, top browning, automatic 4-slice toaster. Bakes, broils, shuts off automatically.

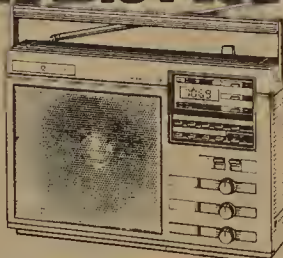
Employee price:	\$39.77
Less 10%:	\$3.98
Less mail-in rebate:	\$4.00
Net cost:	\$31.79



SUPERADIO PLUS

GE. We bring good things to life.

High-tech styling, high performance sound quality plus outstanding station-getting ability. A high sensitivity chassis combined with a precise PLL tuning system locks in the stations. You tune the exact frequency desired. The PLL circuitry locks in the station and displays the frequency on the LCD readout. Memory for 16 stations with pushbutton recall.



High Performance FM/AM Portable with Electronic Tuning and Station Memory.

	\$99.97
Less 10%:	10.00
Net cost:	\$89.97

**Now thru
Dec. 31**

**Store hours
now till Christmas:
10-5:30 M-F
10-4:30 Saturdays**

Robbins & Myers reports loss

Robbins & Myers Inc. will report a drop in sales and a net loss in the three months that ended Nov. 30, The Wall Street Journal reported last week.

The loss is expected to be about \$1 million for this GE competitor in electric motors. Robbins & Myers

also manufactures ceiling fans, fluids and material handling equipment.

Fred G. Wall, president and chief executive officer, also anticipates a possible loss in the current quarter, the Journal reported.

The company is based in Dayton.

Hitachi sales, profits up overall

Hitachi Ltd., headquartered in Japan, reported an increase in sales and profits for the six months that ended Sept. 30, according to The Wall Street Journal.

Hitachi, which competes against GPM in DC motors, derived most of its sales from its electronics division for the first time in its history.

Hitachi makes semiconductors, computers and videotape equipment.

Exports Increase

Hitachi's sales outside Japan climbed 20% from the year earlier, rising to 29% of its total sales. Total sales rose to \$7.9 billion from \$7.14 billion.



200 years of service

Ralph Mathieu (right) welcomes fellow workers Phil Ohmart (far left) and Tom Runyon to the 40-year club in the sheet metal fabrication area of STD, Building 26-4. Virginia Meier and Wilbur Shaffer also have 40 years of service. All five employees work in the same area and have over 200 years of service between them. Runyon and Ohmart received their 40-year plaques Monday.

General Electric News

Published weekly by the General Electric Company, an equal opportunity employer, in the interest of all GE employees and their families here. May not be reproduced in whole or part without express permission of General Electric Company.

GENERAL  ELECTRIC

Chuck Welch, Manager
John Peirce, Editor
Rex Mericle, Chief Photographer
Gloria Smith, Adlets
1635 BROADWAY
PO BOX 2204
FORT WAYNE IN 46801
Phone 428-3249
(Dial Comm. 8*380-3249)

Excess capacity at record level

Fort Wayne GE businesses are not the only ones with idle capacity during the current recession. Nationwide capacity utilization stood at 68.4% in October, the lowest since the government began keeping figures in 1948.

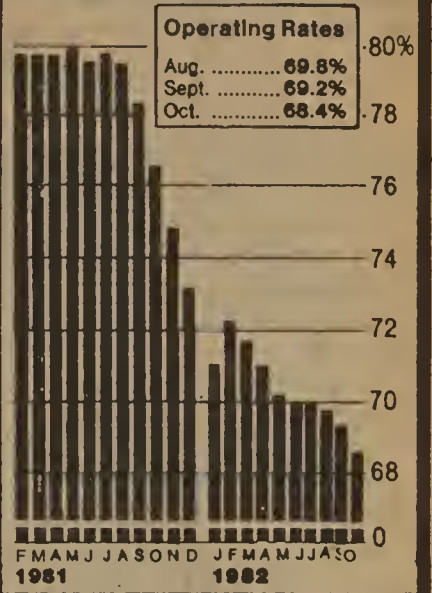
Capacity utilization compares what is actually being produced to what factories are equipped to produce.

The Federal Reserve Board notes that even in good times plant utilization never approaches 100%. From 1955 to 1979 the rate for manufacturing averaged about 83% with a high of 88% in 1973, the New York Times reported last month.

That means that idle capacity is about twice that of normal times — one-third of total capacity instead of one-sixth. The Times noted that idle capacity would be even greater if capacity were not being eliminated by plant closings.

Capacity Utilization

Manufacturing output as a percentage of capacity, seasonally adjusted



This New York Times chart shows how much plant and equipment capacity is being used during the continuing recession. In October only 68.4% of the manufacturing capacity in the U.S. was being used.

GE people meet monthly in Florida

GE retirees and employees are invited to join the GE people who meet monthly for lunch in Fort Myers, Fla.

"We usually have about 30 people," says Robert Scher, Punta Gorda, Fla.

The dinners are at 1 p.m. on the

first Friday after the third of each month at the Plantation Inn, 3630 Cleveland Ave., at Hill Street.

Dates listed

The specific dates in 1983 are: Jan. 7, Feb. 4, March 4, April 8, May 6, June 3, July 8, Aug. 5, Sept. 9, Oct. 7, Nov. 4 and Dec. 9.

Adlets

WANTED

OR RIDERS, 2 miles north of Leo. 627-5128.

FOR SALE

MINI LAMP, Sperti, floor type, \$50. 747-0980.
MOTORS, 2, .5 HP; prtbl elec. htrs; chain saw; 3 ladders. 747-5154.

5" WHEELS: 2, for '72 Olds; 2, for '69 Ford; 1, for '77 Ford. 456-7223.

78 YAMAHA TRAIL MOTORCYCLE, Y-Z 80; 20" BMX racing bike, chrome frm, both like new, aft 4 p.m. 747-0849.

77 WHEEL HORSE, 12 HP hydrastat, 42" mower, blade & chains. 747-5428.

79 OLDS 88 HOLIDAY, 2 dr., 33,000 miles, 20 plus MPG, perfect, \$5,600. 483-6217.

BEDROOM NIGHT TABLES, 2, ex. cond., one yr. old. 456-4742.

KOHLER-CAMPBELL CONSOLE PIANO, ex. cond., four yrs. old. 1-724-8003.

NATURAL GAS HEATER, floor model, small, \$25; children's coats, sz. 14, boys & girls. 447-7968.

MULLIGAN WATER CONDITIONER, Mark 50, auto, call 9-2 p.m. 484-1863.

EXTERIOR DOOR; storm door; porch lghts. 445-8663.

WILLIAM ROGERS SILVERWARE in chest, 75 pcs.; 11" tray. 745-1738.

PORTABLE SEWING MACHINE, Kenmore, case & all attach., ex. cond., \$50. 485-9244.

TYPEWRITERS, portbl & std.; brass fireplace screen, \$10; oak buffet, \$185. 747-3871.

LARGE PINE CONES; candlelights for windows. 744-9479.

GIRLS' CLOTHES, all sizes, cheap. 484-4938.

MINI BIKE, \$50; 40 ch. base CB, \$50. 622-7196.

'73 CAMERO Z-28, high perform eng., headers, side pipes, air, good cond. 446-8123.

UPRIGHT FREEZER, Wards, 15 cu. ft., avoc., good cond. 627-2408.

HANDCRAFTED HUTCH - special gift idea for little girl. 493-2378.

17 CU. FT. UPRIGHT FREEZER, frost-free, Sears, \$100, aft. 5:30 p.m. 485-8724.

HICKORY NUT MEATS, clean, \$2/cup. 745-3079.

ATARI VIDEO GAME & CARTRIDGE, good cond. 456-6032.

WEIGHT LIFTING BENCH w-all attachments, \$47. 493-2241.

COFFEE TABLE, dark wood, 5'4" w-storage on end, reasonable. 745-3140.

SNOW TIRES w-rims, F78-14, 2, stl belted, good tread, \$25 each. 745-0347.

SEASONED HARDWOODS - oak, hickory, ash, beech, aft. 4 p.m. 639-6555.

SNOW TIRES, 2, Sears Dynaglass XST, G78-14, mtd on Chrysler rims, \$35 ea. 484-9497.

Bowling

Miller bowls 696

Jay Miller bowled games of 277, 238 and 181 for a 696 series. His 1s the highest series score of the season at the GE Club and a personal best for Jay.

Small Motor		GE Office	
Jim Welks Jr. (207)	612	Cal Manefield	836
Kirk Baker (226)	605	(220-219)	
Wayne Spratt	606	Dick Alfeld	219
Cal Hapner	220	Don Neuhaus	218
Maury Haines	212	Don Hitzeman	212
Francie Harter	210	Tom Schible	210
		Jim Clark	210
		Dave Gerardot	210
Apparatus League		Masonic League	
Norm Pape (227)	603	Steve Gulliver	224
Dan Graham	225	Joe Hahn	218-214
Mike Lipp	215	Frank Rupnow	215
Steve Scherer	214		
Don Greenier	212		
Herb Meyer	210		
Wed. Owl League		Tues. Afternoon Ladies	
Jay Miller	696	Maria Hughes	189
(227, 238, 181)		Janie Fischer	189

'82 PANASONIC B&W TV, 12", \$50. 447-9138.

CLARINET, Conn, wood, \$90; roller skates; bumper pool table; 15' ski boat. 747-0241.

'73 VEGA, 2 dr. hitchback, std shift, dependable, \$200 firm, aft. 6 p.m. 456-6418.

TRUCK CAP SHYLO, 36" high for 8' bed, 30" dr., insulated. 1-724-8011.

WANTED

BICYCLE EXERCISER. 432-2647.

GARAGE FOR COLLECTOR CAR, prefer NE Ft. Wayne. 484-7379.

SMALL CAR, auto, sub-compact, 1974-1980. 485-2520.

LIONEL & American Flyer Trains, any cond., aft. 5 p.m. 1-724-8011.

BLACK WALNUTS; homemade stuffed dolls & animals. 747-6264.

FOR RENT

ONE BEDROOM APT., 3128 S. Harrison, heat & water furn., \$190/mo. 672-3629.

FURNISHED APT., near Bdwy GE, 3 rms, bath, util pd, cable, adults, no pets, dep. 424-2807.

TRAILER, 12'x60', \$160/mo., lot & water inc. 449-0383.

TWO BEDROOM HOUSE, southwest, carpet, nice, \$200 plus util. 432-6285.

DUPLEX, 2 bdms, near downtown, newly redeced. interior, nice, \$225/mo. 749-2898.

HOUSE, near Southtown, 2 bdms, gas heat, garage, \$200/mo. 447-1042.

SERVICE

CONCRETE - BLOCK - BRICK repair, replace, eves. 446-5643.

CONTINUOUS GUTTERS & alum. siding, free est. 627-2429.

LET ME DO YOUR CHRISTMAS SHOPPING, housecleaning, exp., refs., reas. 747-5531.

FREE

B&W CAT, female, 6 mos., loving Christmas present. 744-0785.

*ADLETS

GE NEWS BLDG. 18-3

NO ADS TAKEN BY PHONE

INDICATE TYPE OF AD HERE:

- | | |
|-------------------------------------|---|
| <input type="checkbox"/> For Sale * | <input type="checkbox"/> Ride Wanted |
| <input type="checkbox"/> Wanted | <input type="checkbox"/> Riders Wanted |
| <input type="checkbox"/> For Rent * | <input type="checkbox"/> Lost |
| <input type="checkbox"/> Free | <input type="checkbox"/> Found <input type="checkbox"/> Service |

(PLEASE PRINT NEATLY)

Ads must be received only on this form by noon Friday for publication Thursday. You may submit only one adlet per issue of the GE News. No more than 40 letters per Adlet, please. Print phone number only on line indicated below. Property advertised must be available without regard to race, creed, national origin or sex.

Name _____

Address _____ City _____

Home Phone _____ Bldg. _____

* The item(s) referred to in this ad are in no way connected with any business venture

Signature _____

In memory

George I. Coplen, 2333 Kenwood Ave., died Nov. 27. He retired from GPM in 1966.

'We've never been this low' on materials

"We've reduced inventories at the end of the year before, but we've never been this low," says Jim Morris, die caster at GPM, Broadway.

By the time he leaves for the holidays, Jim will be down to his last few aluminum ingots.

Bill Badders, who unloads steel and other materials from trucks at Broadway, hasn't had much to unload lately as GPM tries to reduce its inventories to an absolute minimum by holiday shutdown time. Bill expects to have all he can handle, however, when trucks roll in with materials to start up production in 1983.

"We started cutting back our inventories during the summer," notes Phil Coleman, slitter operator. Like other GE businesses and their customers, GPM, Broadway, has tightened its inventories of costly wire, steel and aluminum to reduce costs. Because GPM customers are doing the same, the operation has had to respond quickly to short-cycle opportunities to gain orders.

For Coleman and others, this has meant doing combination



Jim Morris puts some of the last aluminum ingots in inventory into his die cast machine at GPM, Broadway. Normally there are 60 to 70 ingots stacked in front of the die cast machine, but Broadway is reducing inventories to a minimum before year-end holiday shutdown.

jobs. "When I run out of steel to cut, I help out on other jobs. During negotiations I had to spend a lot of time at the union hall. I'd get a call that steel had arrived, so I'd hurry back and cut the steel so production could meet



inventories of steel are close to "zero" at GPM, Broadway, notes Bill Badders (left), receiving, and Phil Coleman, punch press operator. In the background Supervisor Charlie Lauer, and Virginia Pfleuger, materials specialist, check out the remaining inventory.

the customer delivery date," says Coleman.

"We don't have much inventory coming in, but what we have we need in a hurry," adds Supervisor Charlie Lauer.

"There have been times when

we've had to work overtime for a short period to meet a customer requirement. For the most part people understand and have been very cooperative."

GPM expects the short-cycle business mode to continue.

Inventories

Continued from Page 1.

Taylor-Winter used to have to order capacitors, for instance, 12 to 14 weeks before requiring them on the assembly line.

"We have worked closely with vendors," says Habegger. "They have agreed to stock key components and have shortened those lead times to one or two weeks."

Standardization has also paid benefits. For instance, Taylor-Winter has started using one lamination steel thickness instead of two. This has resulted in a significant reduction of steel inventories.

The rapidly changing marketplace presents another challenge in controlling inventories as the risk of obsolescence increases.

"As technology or market demand

changes the models our customers order, we have to react quickly," says Habegger. "First we try to phase out obsolete material in production or sell it. As a last resort, we simply scrap it."

He notes that GPM is planning for the future with computer system enhancements that will help manufacturing track its inventory and better respond to customer requirements.

Specialty Transformer

At STD, a computerized Material Requirements Planning system already is in place.

"In general, this new system has enabled a substantial reduction in raw material safety stocks without resulting in additional material

shortage problems," notes Ken Buchan, manager of inventory control.

"The availability of information is superior to what we've had in the past, but we are all continually working to improve the quality of information in the system. I think it has helped us do a better job of balancing raw material inventories. At present effort is under way to implement a computerized floor scheduling system, which will enable us to balance work-in-process inventories."

He notes that STD will be tightening inventories somewhat at year end, which raises the risk of shortages.

"There may be some pain at year end, but we don't anticipate any major work schedule disruptions," he says.

Wire Mill

The product departments' efforts to reduce inventories has put the Wire Mill into a "flexible scheduling mode" since October, says Plant Manager Jack Reith.

The Wire Mill's role in controlling inventory costs is critical because

wire is one of the most expensive parts of a motor or transformer.

"We have adjusted the number of 'sets' we operate to match our order rate each week," says Reith. "This is because the motor and transformer businesses have had to respond on short notice to obtain orders and because they are keeping inventories tight."

All-time low

The Wire Mill has kept its own inventories of raw materials and finished wire at an all-time low.

"This is a very difficult mode for us to operate in, but our people have been very receptive to new ideas and they understand the problems our businesses are facing."

Although the Wire Mill plans to increase its operating level in January, that won't make things any less difficult.

"We expect January to be very hectic as our customers will want wire immediately to meet customer orders in January. This is nothing new, but this year inventory control, customer service and quality are more important than ever to our businesses," Reith notes.

Employees invited to GE auction

Employees are invited to attend the public auction of GE surplus vehicles, equipment and fixtures Saturday, Dec. 11, at 10 a.m. at the Taylor Street salvage yard.

Among the items to be auctioned are four automobiles, and a 1979

four-wheel-drive Ford Bronco.

The cars are a 1976 Ford LTD wagon, two 1978 Ford LTD four-door sedans and a 1974 Dodge Monaco four-door sedan.

The fixtures include benches, lockers, cabinets and work tables.

BULK RATE
U.S. POSTAGE
PAID
FORT WAYNE, IN
Permit No. 40

Mail, Inc. 1050 S. Anthony Blvd.
Fort Wayne, IN 46803
Address correction requested
(For quickest response, please mail all non-intracompany address changes directly to Mail, Inc. at the address printed above. Be sure to include both your old and new addresses indicating zip codes for each.)

General Electric News

DECEMBER 16, 1982

FORT WAYNE, INDIANA

VOLUME 64 NO. 48

Peace



GPM motors destined for Disney World

Motors now being built at GPM, Taylor Street, will propel visitors into the 21st century at Walt Disney World's new Epcot Center beginning late next year.

This week Section 14 employees started building the first of a 400-motor order placed by Disney Productions for use in General Electric's Horizon Pavilion now under construction.

The motors will drive ride vehicles that will carry "Epcot travelers" on a simulated journey into the 21st century. There they will probe into the lifestyles of the future. These journeys will take them to a community beneath the sea, to a space colony living in a rotating sphere that simulates the pull of gravity, and to a desert community in which voice-controlled robots harvest genetically engineered crops.

Disney predicts tens of millions

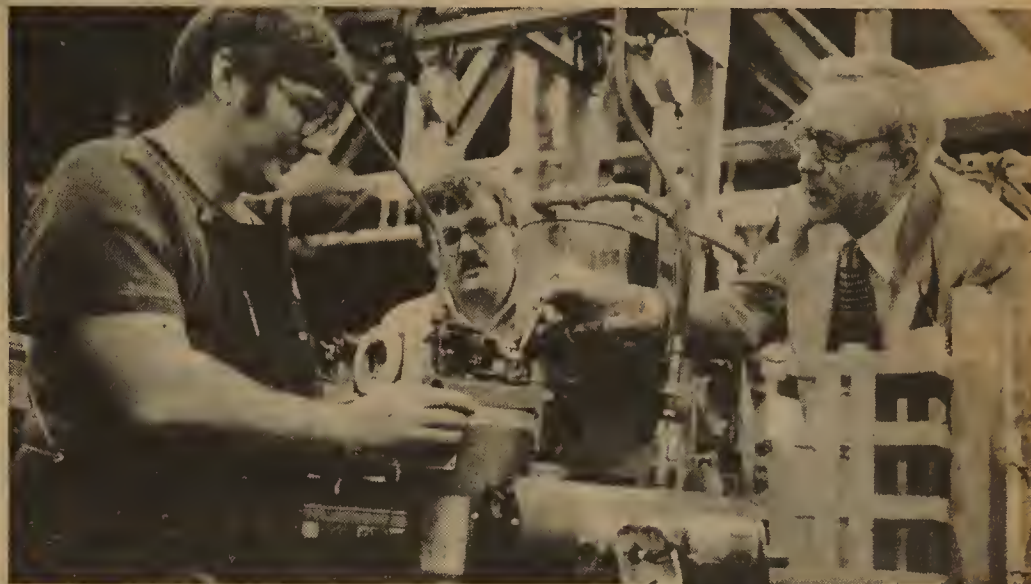
will venture into this future world over the years, and GPM motors will take them there.

"These are special one horsepower brake motors," explains John Reuille, market specialist in user sales at Taylor Street. "There will be two per car, and the cars will run along an overhead monorail in long trains, as I understand it."

Shipments in 1983

The special brakes will turn the motors off when the ride vehicles come to a stop to insure the safety of passengers. The first 50 motors will be shipped to Disney Productions in El Monte, Calif., in January. The rest of the shipment will be made in the first quarter of 1983.

"We received the order Oct. 4," says Reuille. Engineers Sol London and Al Ostrognai developed the new design and samples for GPM's



Randy Simmons assembles a 143T-frame motor that will be used to drive ride vehicles in GE's Horizons Pavilion at Disney World. Looking on are Foreman Roger McFadden and GPM Market Specialist John Reuille (right).

rolled steel shell motors.

Disney World opened Epcot Center in October as "a celebration of

ingenuity and innovation." Completion of the project is scheduled for 1984.

Many benefit improvements to watch for in 1983

"A good many important improvements went into effect at the end of June 1982, when the improved GE job package was announced," says Tom Burns, manager of Corporate Employee Benefits.

"But the beginning of the new year will find plenty of additional job values going to work for GE people. Benefits administrators in every component are getting ready to provide information to help employees use the new job values."

New benefit plan description booklets will be issued early in the year. Meanwhile, the GE News and plant publications will provide detailed information on the new benefits and how they are being used by GE employees.

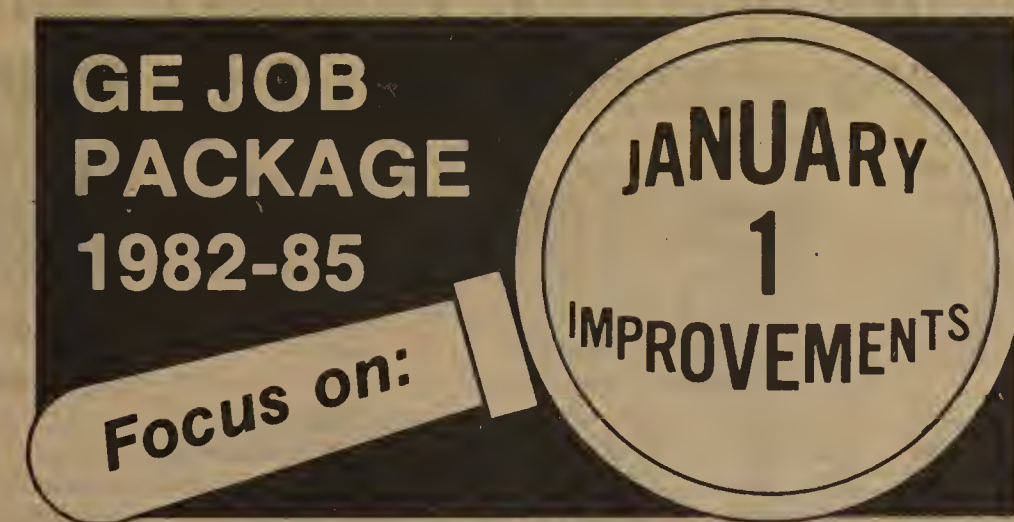
Here is a summary of many of the benefits improvements that will be added to GE jobs on Jan. 1, 1983:

Pension, retirement

Career pensions improved — Each employee's credited annual pension will increase dramatically. Annual career pensions will be boosted by 25% of all pension amounts earned since Aug. 14, 1955, plus \$50. Example: An employee who has earned a basic career pension of \$8,000 annually for years since Aug. 14, 1955 will be credited with an increase of \$2,000 plus \$50 on Jan. 1, bringing the credited annual pension to \$10,050 annually.

Non-contributory portion boosted — Beginning Jan. 1, the amount of annual earnings on which there is no employee pension contribution climbs to \$12,000 a 33 1/3% climb from \$9,000.

Career pension formula improved — Beginning Jan. 1, the annual pen-



sion amount credited to an employee will be calculated on a new formula — 1.3% of the first \$12,000 of pay (up from 1.2% of the first \$9,000) and 2.4% of the remainder (up from 2.2% of the amount over \$9,000).

Increased medical coverage for retirees — Lifetime maximum for hospitalization under the Medical Care Plan for Pensioners will climb to \$50,000 (from \$21,000) for eligible retirees and their spouses. There will be an improved Pensioners Prescription Drug Plan for eligible retirees.

Insurance coverage improved

Higher life insurance minimum — Beginning Jan. 1, minimum life insurance coverage will climb from \$20,000 to \$30,000 — regardless of pay — for employees whose regular work schedules are at least 35 hours per week.

Dependent Life Insurance improved — A new higher option of \$15,000 coverage for a spouse and \$3,000 for each child is available. An open enrollment period during Jan. offers a new opportunity for many to obtain coverage.

Weekly Sickness and Accident maximum up — The maximum for WS&A benefits will be raised to \$225 a week — up from \$200 — for disabilities beginning after Jan. 1.

PAI dependent coverage improved — Maximum Personal Accident Insurance coverage available for dependents will climb to \$100,000 regardless of the coverage the employee has.

Dental benefits climb — Scheduled benefit payments for numerous dental procedures on all three dental schedules will go up on Jan. 1 to reflect higher dental fees. In addition, several locations will be reassigned to other dental schedules to put payments for procedures in line with local prevailing rates.

Training values

IDP climbs — Beginning Jan. 1, the Individual Development Program will provide reimbursement at 100% for approved courses up to a total of \$1,200 per calendar year — a 50% increase from the former \$800 total.

S&S Program

Investment opportunity boosted — The current limit of 3% of pay which can be invested in unmatched savings under the Savings and Security Program will be increased to 10%. Including the GE matching payment and the employee investment, GE people can now put an amount up to 20 1/2% of gross pay into S&SP. This can be further increased by vacation banking.

Increased flexibility — Investment choices for future savings can now be changed monthly instead of quarterly. Retirement Option Account investments can be switched as often as four times a year.

Withdrawal provisions improved — Funds in holding periods or in Retirement Option Accounts have become available for more reasons without loss of the matching payment.

ESOP modified

New formula for Employee Stock Ownership Plan — A new law provides for a new formula which can increase credits going into employee ESOP accounts. This will mean ESOP credits of \$5 for every \$1,000 of earnings in 1983 and 1984.

Increased vacation

For employees with 20-24 years — Those with 20 through 24 years of service will be eligible for five weeks of paid vacation instead of four — a 25% increase.

The GE News will carry more information on all of these benefits improvements in coming issues. Stories on "open enrollment" for the improved Dependent Life Insurance and on Personal Accident Insurance for dependents appear on Page 2.

Higher coverage option: \$15,000

New chance to obtain Dependent Life coverage

The new higher coverage option of the GE Dependent Life Insurance plans — the "Exempt" plan and the "Hourly and Non-exempt" plan — goes into effect Jan. 1.

It offers a new option for higher coverage of dependents. The higher coverage option is \$15,000 for an employee's spouse and \$3,000 coverage for each child.

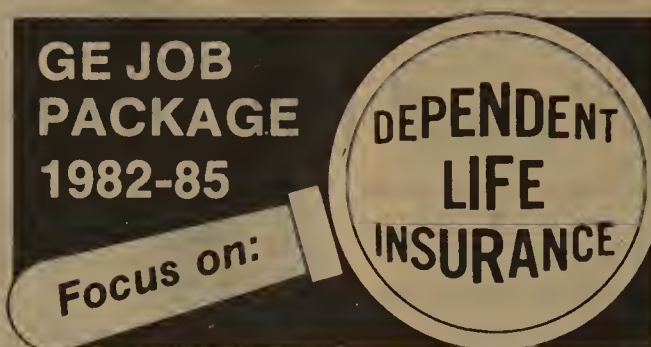
Forms are available beginning this week in plant employee relations offices and in Personnel Accounting, Building 18-1.

The plans are now being used by more than 131,000 hourly and nonexempt-salaried employees and more than 66,000 exempt-salaried employees.

Open enrollment through January

To put the new option into effect, there is an open enrollment period throughout December and January, says Tom Burns, manager of Corporate Employee Benefits. Burns said that the "open enrollment" itself may be as important to some employees as the higher coverage that will be available.

He explains that, "The open enrollment period which is effective in January 1983 offers all eligible employees who are not participating in one of the plans a new opportunity to enroll for any of the coverages. In addition, of course, it permits



present employee participants to elect the new higher option coverage, if desired."

Burns points out that all eligible dependents of present participants will have dependent coverage even though some of those dependents may have been turned down for coverage previously by the insurance carrier.

One-time opportunity

In addition, employees who did not sign up for coverage during their initial enrollment period can enroll during the open enrollment period and their dependents will be covered without proof of good health. Normally, employees must sign up for coverage within 31 days of first employment, or within 31 days of marriage to obtain automatic

coverage of all eligible dependents.

"If the initial enrollment period is missed, an employee must provide the insurance company with proof of good health of dependents in order for them to be covered," Burns said. The 1983 open enrollment provides a new one-time opportunity to obtain coverage without having to show such proof.

Here is a summary of the coverage options available under the revised dependent plans — the GE Dependent Life Insurance Plan for Exempt Salaried Employees and the Dependent Life Insurance Plan for Hourly and Nonexempt Salaried Employees:

	Amount of Insurance	
	Spouse	Each Child
Option I	\$ 5,000	\$1,000
Option II	\$10,000	\$2,000
Option III	\$15,000	\$3,000

Contribution rates for the various options will be supplied with the enrollment forms. Rates sometimes differ for each plan because of differing experience by those covered in each group. Based on experience under the plans, the insurance company may change the rates in the future as of any Jan. 1.

Enrollment forms available

PAI for dependents has new values beginning Jan. 1

New values go into GE's Personal Accident Insurance coverage for dependents of employees beginning Jan. 1, 1983. Employees can sign up for dependent coverage at any time, and coverage will begin the month after the first payroll deduction of premiums.

The new values in dependent coverage include new higher coverages which range up to \$100,000 for a spouse and \$20,000 for each dependent child.

Two requirements eliminated

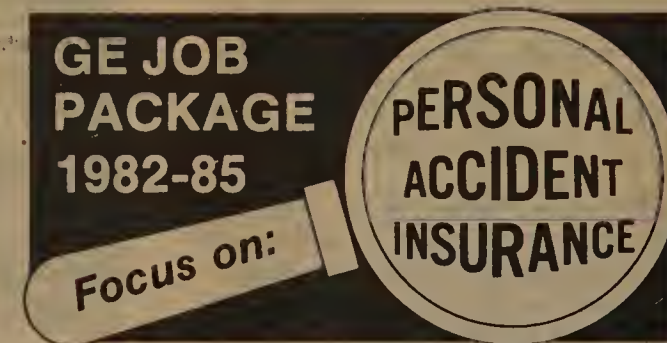
The new values also eliminate the former provision that required an employee to have personal PAI coverage in order to obtain dependent coverage. Also eliminated is the requirement that dependent coverage must not be greater than the employee's own coverage.

Here are the new additional amounts of cover-

age available under Personal Accident Insurance for dependents as well as the cost of the new coverages:

Coverage		Current Annual
Spouse	Each Child	Cost
\$ 60,000	\$12,000	\$30
\$ 70,000	\$14,000	\$35
\$ 80,000	\$16,000	\$40
\$ 90,000	\$18,000	\$45
\$100,000	\$20,000	\$50

As with employee Personal Accident Insurance, the cost of dependent coverage is reviewed each year by the insurance company. Based on this review a new or continuing contribution rate is announced and becomes effective each July 1. The current rate is 50 cents per \$1,000 of coverage for the employee's spouse with coverage available



in blocks of \$10,000. The listed coverage for each child is automatically included.

Here in Fort Wayne, forms for enrolling for dependent coverage or increasing coverage are available in Personnel Accounting, Building 18-1.

How to redeem GE savings plans' securities

If you've decided to redeem some of your securities received through GE savings plans, you can save a lot of headaches and redeem your securities faster by following specified procedures, says John Heller of GE's Treasury Operations in Schenectady.

Here's a brief summary of the procedures for the various savings plans' securities.

First, be sure the properly executed securities are mailed to the correct address.

GE common stock received through savings plans should be mailed to: General Electric Co., Treasury Operations, Bldg. 5-1E, Schenectady, NY 12345. (Common stock received other than through savings plans cannot be redeemed through the company. They should be handled through your bank or broker.)

GE S&S Mutual Fund units should be addressed to: GE S&S Mutual Fund, P.O. Box 553, Schenectady, NY 12301.

GE S&S Long Term Interest Fund units

Clip and save

should be mailed to: GE S&S Long Term Interest Fund, P.O. Box 424, Schenectady, NY 12301.

Heller said that U.S. Savings Bonds received through GE plans should be redeemed through a bank. He emphasized the need to properly execute and mail securities submitted for redemption.

Common stock certificates must be signed in the lower portion on the reverse side of the certificate. If a certificate is issued in joint ownership, both owners must sign. The certificate should be sent to the proper address above using registered mail.

In sending certificates by registered mail through the U.S. Post Office, a value equal to

3% of the current market price of the shares being mailed should be used for insurance. (If there are 10 shares and the current price is \$50, the value would be $50 \times 10 \times 3\% = \15 .) This is to cover the cost to replace the certificates if they are lost in transit.

Mutual Fund and Long Term Fund units can be redeemed for cash by signing and mailing the redemption portion of the "Statement of Account." Use first class mail. If the units are jointly owned, both owners must sign.

The valuation of stock or units is the closing market price on the New York Stock Exchange on the day the properly executed form is received in Treasury Operations in Schenectady. The check covering the market value of the securities being redeemed is mailed within seven days of receipt, Heller said.

(Elfun Fund units are also handled by Treasury Operations. Properly executed Elfun Fund units should be sent to Elfun Funds, P.O. Box 715, Schenectady, NY 12301.)

Twelve 'POP' for new jobs

A dozen employees successfully "popped" for jobs using the Promotional Opportunities Program in recent months. They were:

Tom Koop and Don Ertel, plant protection officers, Motor Technology Operation, Job No. 82-10.

Deborah Riley, secretary, GPM, Job No. 82-11.

Tom Coury, manufacturing engineer, GPM, Job No. 82-13.

Gloria Prough, shipping and traffic clerk, SMD, Job No. 82-14.

Mary Hinshaw, budgets and forecasts specialist, GPM, Job No. 82-15.

Cynthia Peake, cost analysis and estimating specialist, GPM, Job No. 82-17.

Martin Borr, advanced materials specialist, GPM, Job No. 82-18.

Tom Kyle, process test supervisor, PSO, Job No. 82-20.

Thomas Cross, components engineering specialist, PSO, Job No. 82-21.

James Hawthorne, quality control manufacturing engineer, GPM, Job No. 82-23.

Carol Moore, sales assistant, CSD, Job No. 82-25.

Williamson high scorer in Decatur wins

Greg Williamson scored 39 points in two games as Decatur jumped out to an early season lead in GE Club basketball play.

No games were held last week due to Christmas activities at the Club. Play was scheduled to begin again this week.

Tuesday Nov. 30 — Decatur 52,

Número Uno 33; Black & White 78, Soul Train 58.

Thursday Dec. 2 — Soul Train 54, Número Uno 49; Decatur 64, Celtics 42.

Standings: Decatur 2-0, Black & White 1-0, Soul Train 1-1, Celtics 0-1, Número Uno 0-2.

40 years of service



Louise Reinhart
GPM, Taylor St.

David Smith
GPM, Winter St.

Bowlers hit jackpots Saturdays at GE Club

Moonlight Jackpot Bowling offers participants a chance to strike it rich at the GE Club bowling lanes Saturday nights at 9.

Ten dollars is awarded to each man and woman with the night's highest game and highest series. A strike with the red head pin up wins the bowler a free game.

A drawing is held for one shot worth \$20. If it's a strike, the bowler wins the pot. If not, the pot increases \$5 each week.

Jackpot Bowling costs \$5 per person. Lanes must be reserved by 4 p.m. each Saturday.

General Electric News

Published weekly by the General Electric Company, an equal opportunity employer, in the interest of all GE employees and their families here. May not be reproduced in whole or part without express permission of General Electric Company.

GENERAL  ELECTRIC

Chuck Welch, Manager
John Pelrice, Editor
Rex Mericle, Chief Photographer
Gloria Smith, Adlets
1835 BROADWAY
PO BOX 2204
FORT WAYNE IN 46801
Phone 428-3249
(Dial Comm. 8*380-3249)

Adlets

RIDE WANTED

LAKE SIDE AREA TO E. BROADWAY, 8-4:36 p.m. 422-4145.

FOR SALE

ELECTRIC RANGE, good shape, must sell, make offer. 747-4066.

'74 GREMLIN, ex. cond., no rust, 25 MPG, 6 cyl., \$850 or best offer. 627-2429.

BEST-OF-DRAWERS, \$25; bookcase, \$10; twin bed frm w-oak hdboard, \$5. 447-2867.

RENTWOOD, 5 rms, patio, \$39,500, \$3,500 down, 8% int. 484-7393.

'80 CHEVY LUV PICKUP MIDADO, 4 spd, blk, 12,000 miles. 485-4434.

'81 YAMAHA MAXIM 650, 5,600 miles, shaft drive, must see, A-1. 456-1795.

WOMEN'S FIGURE ICE SKATES, sz. 11 & 12. 747-3871.

'68 FAN TRAVEL TRAILER, self-cont., 23', good cond. 693-3377.

SHEPHERD PUPS, Christmas special, 6 wks. old. 483-8404.

HEAT HOUSER for Ford 600 series tractor, \$25. 447-5910.

MATTRESS & SPRINGS, full sz, ex. cond., \$75. 485-5481.

ELECTRIC PERCOLATOR, 22 cup, auto: 4 1/2' Scotch pine Christmas tree. 447-4723.

SOFA, 3 cushions, flowered, ex. cond.; prtbl sewing machine. 657-5267.

DAVENPORT w-matching swivel rocker, good cond., \$50. 749-5557.

12" B&W TV, Panasonic, \$50. 447-9138.

'77 BUICK STATION WAGON, pwr, air, AM-FM, 55,000 miles, ex. cond., \$2,500. 485-4704.

BOY'S 20" SCHWINN BICYCLE, girl's 27" Sears bicycle, both A-1 cond. 745-1976.

MAGNUM ACOUSTIC GUITAR, full size. 749-0971.

TOY POODLE w-papers, \$125, good w-children. 483-8258.

BI-FOLD GLASS DOOR SCREENS for fireplace, \$50. 637-6857.

BOWLING SHOES, Sz. 9C, worn twice, \$10. 489-4379.

STORM WINDOWS, dbl hung, 2'6"x4'10", \$15 ea. 432-4798.

SCHUMAN CONCERT GRAND PIANO, \$300, aft. 5 p.m. 627-3463.

'72 CHEV. IMPALA, auto, pwr, runs excellent, Michelin tires, \$500. 456-4079.

GE REFRIGERATOR, good cond., \$50. 639-3151.

GE STEREO w-2 spers. 485-4173.

'73 BUICK 225, air, cruise, ex. cond. 485-4749.

CHRISTMAS TREE w-lights & decorations. 744-6375.

MOTORIZED GRINDER/SANDER on stand w-arbors & tools, best offer. 745-7984.

FIREPLACE 18" GAS LOG w-3 pc. fire set, new in cartons. 424-2807.

REFRIGERATOR, good cond., runs good, old, good for garage or bsemt, reas. 432-1456.

'74 VEGAS, 2, 1 runs; 1 part-out, \$500 both, cash. 447-7968.

KING 3-B TROMBONE w/f att., ex. cond., 4 Bach mouthpieces. 432-2097.

WANTED

GIRL'S 24" BICYCLE, aft. 5 p.m. 749-4823.

SOMEONE TO PIECE BIRD QUILT TOGETHER, aft. 6 p.m. 637-6591.

GARAGE TO RENT FOR COLLECTOR CAR, prefer NE Ft. Wayne. 484-7379.

LIONEL & American Flyer Trains, any cond., aft. 5 p.m. 1-724-8011.

SERVICE

CONCRETE BLOCK-BRICK, repair/replace, eves. 446-5643.

WILL CLEAN YOUR HOUSE OR APT., experienced, refs., reas. 747-5531.

YOUNG MAN WILL DRIVE CAR FOR ELDERLY or retired persons to destinations of choice, reas. 432-4611.

WILL CARE FOR HOME, PETS while you're away. 484-1727.

FREE

BEAGLE-SHEPHERD mixed breed pup, 10 wks. old. 749-9372.

CAT, female, blk & wht, loving Christmas present. 744-0785.

FOR RENT

TWO BEDROOM APT., close to TS GE, stove, refrig., \$150/mo. 449-0383.

Bowling

Friday Nite Ladies		Tom Schwartz	210
Thekla Papen (194)	534	Darlene Baker	191
Mary Gallacher	181	GE Office	
Elda Saylor	187	Dan Lepper (212)	623
His and Hers		Tom Schible	231
Bill Franklin	220	Ed Koontz	224
Chuck Todo	216	Dick Hill	214
Tom Uhrick	214	Small Motor	
Louise Newhart (184)	515	Jim O'Bryan (248)	600
Terri Kuntz	186	Steve Scherer	216
Mary Welks	181	John Thurber	212
Ft. Wayne Deaf Club		Mel Guillaume	212
Terry Davis	202	Tony Metzger	211
Guys and Dolls		Seniors League	
Jim Schwartz (214)	604	Leoba Schaefer	161
Bob Lothamer	246	Leon E. May	211

FORT WAYNE

**Employee Store
Holiday
Special**



**ALL CLASS A
Housewares
and
Audio Products**

**Holiday Discount Days
Now thru Dec. 31, 1982**

Come IN and SAVE

Open Saturday 10-4:30

10-5:30 M-F



*ADLETS

GE NEWS BLDG. 18-3
NO ADS TAKEN BY PHONE

INDICATE TYPE OF AD HERE:

- | | |
|-------------------------------------|---|
| <input type="checkbox"/> For Sale * | <input type="checkbox"/> Ride Wanted |
| <input type="checkbox"/> Wanted | <input type="checkbox"/> Riders Wanted |
| <input type="checkbox"/> For Rent * | <input type="checkbox"/> Lost |
| <input type="checkbox"/> Free | <input type="checkbox"/> Found <input type="checkbox"/> Service |

(PLEASE PRINT NEATLY)

Ads must be received only on this form by noon Friday for publication Thursday. You may submit only one adlet per issue of the GE News. No more than 40 letters per Adlet, please. Print phone number only on line indicated below. Property advertised must be available without regard to race, creed, national origin or sex.

Name _____

Address _____ City _____

Home Phone _____ Bldg. _____

* The item(s) referred to in this ad are in no way connected with any business venture.

Signature _____

Couple retires together after 40 years at GE

Husband and wife since 1950, Homer and Ruth Carson will retire together Jan. 1 with combined service of over 80 years.

Both Homer, a standards and methods specialist at GPM Taylor Street, and Ruth, employee relations secretary at Winter Street, began their GE careers more than 40 years ago.

Homer first came to GE as a draftsman for the FHP Motor Department in Building 19-5. Ruth began her career as a time clerk in the Motor Generator Department in Building 31.

According to Homer, he and Ruth met back in 1948 because their landladies happened to be sisters. "It was only after our landladies had introduced us that Ruth and I discovered we were working in the same build-

ing," Homer remembers. A year and a half later, following Homer's graduation from the apprentice school, they were married.

During their years at GE, Homer and Ruth have witnessed many changes.

Computers, benefits change

The increased use of the computer and the many benefit improvements are the two changes they see as having had the most significance. Homer believes that the use of the computer, while enabling fewer people to accomplish more, has also provided broader work assignments.

"Now the computers do the tedious work it took a lot of people to do before," he notes.

For Ruth, the biggest change

has been the increased benefits. "The Savings and Security Program has been a big help to us," she says. "Both Homer and I have been putting the company matching payments into our Retirement Option Accounts."

Ruth feels that improvements have also helped younger service employees. "As an example," she says, "it took us 15 years to get more than two weeks of vacation."

Ruth and Homer have no regrets as they look back at their combined 80 years of service. Retirement plans for Homer include programming a personal computer and continuing his craft hobbies, especially lapidary. Both he and Ruth also expect to visit Arizona.

By Ed Stratton



Homer and Ruth Carson leave GE as pensioners.



Dan Moore joins MTO as manager of plant protection and security.

Moore named security chief

Daniel L. Moore has been named to the newly created position of manager, plant protection and security, effective Dec. 6.

He reports to Al Proper, manager of environmental and safety services, Motor Technology Operation. Plant security previously was part of the Motor Relations Operation.

Moore comes to GE with a background in industrial security and prior experience in municipal law enforcement.

Moore graduated from Mercy College in Detroit with a degree in law enforcement.

Next GE News after holidays

The next GE News will be published Thursday, Jan. 7, and Adlets submitted by noon, Monday, Jan. 3, will appear in that issue.

Employees will have the last of 10 paid holidays off for 1982 next Thursday and Friday giving them a four-day weekend at Christmas.

Employees will observe the first holiday of 1983 on Friday, Dec. 31, since New Year's Day falls on a Saturday.

Recalls linked to need to restore inventories

With customer inventories near record lows, GPM's Taylor-Winter Operation and the Wire Mill will at least temporarily increase production to replenish those inventories the first of the year.

Taylor-Winter recently won orders away from competitors at Storage Technology and Fedders because of their ability to respond to short turnaround business, says Plant Manager Dick Habegger.

"In addition, other first quarter business is coming from customers

who are cutting their inventories to a minimum at the end of 1982 and will be replenishing them early in 1983," he adds.

For these reasons, Taylor-Winter is adding to its workforce. The net result will be about 23 employees recalled from lack of work.

"It's too early to tell if this is the beginning of a turnaround. Our markets are still soft," says Habegger. GPM is looking for a gradual recovery from depressed 1982 sales

levels with the emphasis on short-cycle business continuing.

The Wire Mill is recalling about the same number of employees as Taylor-Winter to help the product departments restore their depleted wire inventories, notes Plant Manager Jack Reith.

"We really don't know at this point how long our increased production rates will last," he says. "Once safety stocks are replenished, it will depend on 1983 customer order rates."

Tuition help increases to maximum \$1,200 a year

Now is the time to contact your employee relations representative if you plan to enroll in college or vocational courses at the beginning of 1983.

The new GE Job Package has boosted the amount of tuition assistance available to full-time hourly and non-exempt employees through the Individual Development Program (IDP).

Under this program, a manager may approve a 100% tuition refund, up to the new yearly maximum of \$1,200 for satisfactory completion of approved job-related or career-oriented courses. Six months of service is required to qualify for this benefit. Employees on layoff with

recall rights on the day classes are scheduled to begin also are eligible.

If you are laid off you may also be eligible for a training allowance. Consult your benefits booklets or employee relations representative for more details.

Exempt-salaried employees are not covered by this program, but are covered by the Tuition Refund Program.

Advance approval needed

Your manager's advance written approval of the school and courses you plan to take is required before you enroll.

Following are the registration dates and dates classes are sched-

uled to begin at some of the area schools:

Indiana University-Purdue University, 2101 Coliseum Blvd. East will accept registrations Jan. 3-6 for classes that begin Jan. 8.

Indiana Vocational Technical College (Ivy Tech), 3800 N. Anthony will conduct registration Feb. 7-26. Classes will begin Feb. 28.

St. Francis College, 2701 Spring will register students Jan. 4 for classes that start Jan. 10.

International Business College registration is already under way for day school secretarial and accounting classes that begin Feb. 1 and evening classes in management and administration that begin Jan. 24.

GE Theatre's 'Bill' on CBS-TV Dec. 21

GE Theatre will present the re-broadcast of the award-winning "Bill," starring Mickey Rooney, on WANE-TV at 9 p.m. Tuesday, Dec. 21.

Other CBS stations also will carry the show about a mentally handicapped adult who tackles the world beyond the confines of a mental institution in which he spent 44 years.

"Bill" won the Peabody Award, three Emmy Awards, the Gabriel Award, a Golden Globe Award and a Christopher Award.

Pay hike goes into effect Dec. 27 for hourly, nonexempt employees

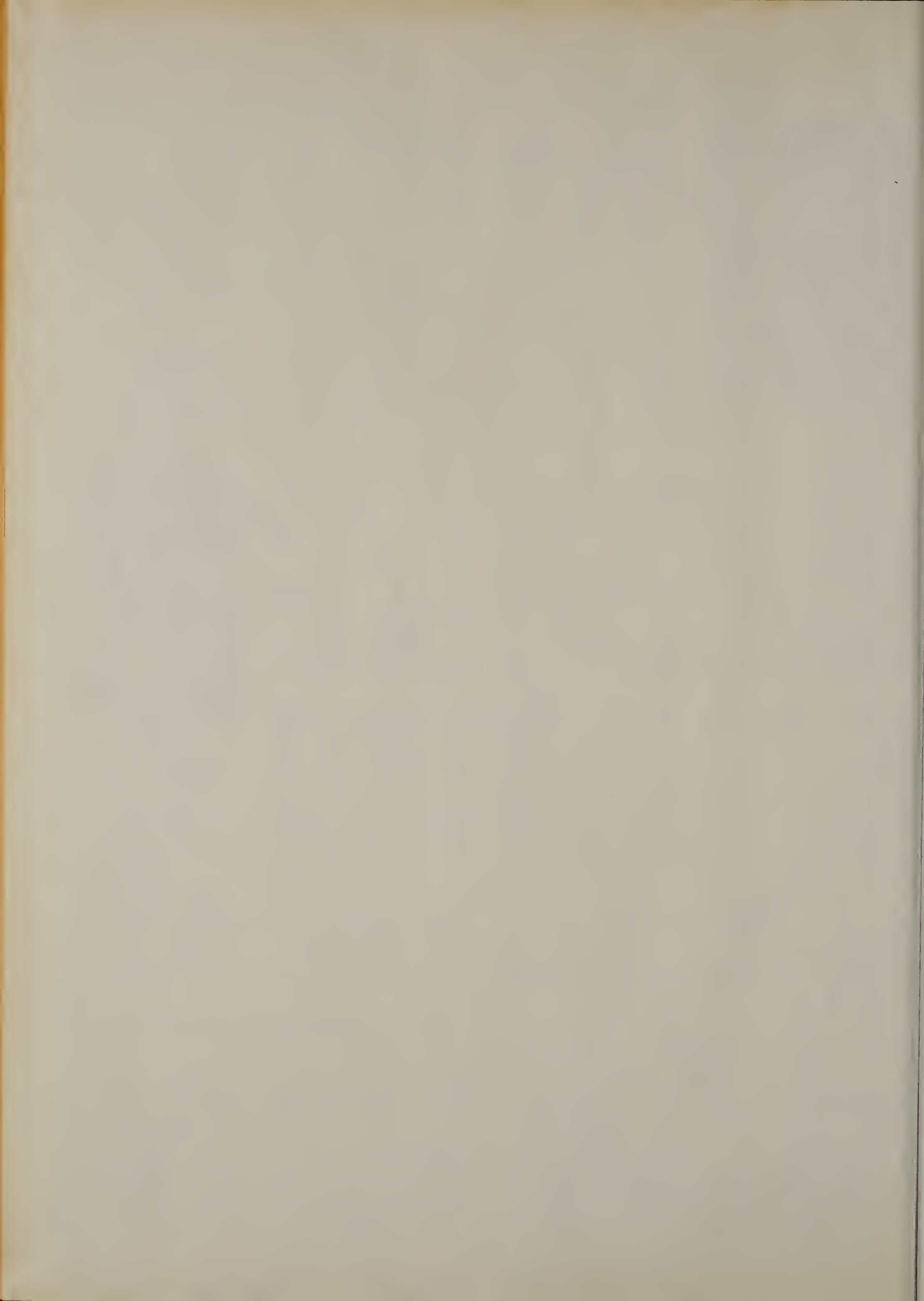
All hourly and nonexempt-salaried pay rates in this location will increase Monday, Dec. 27.

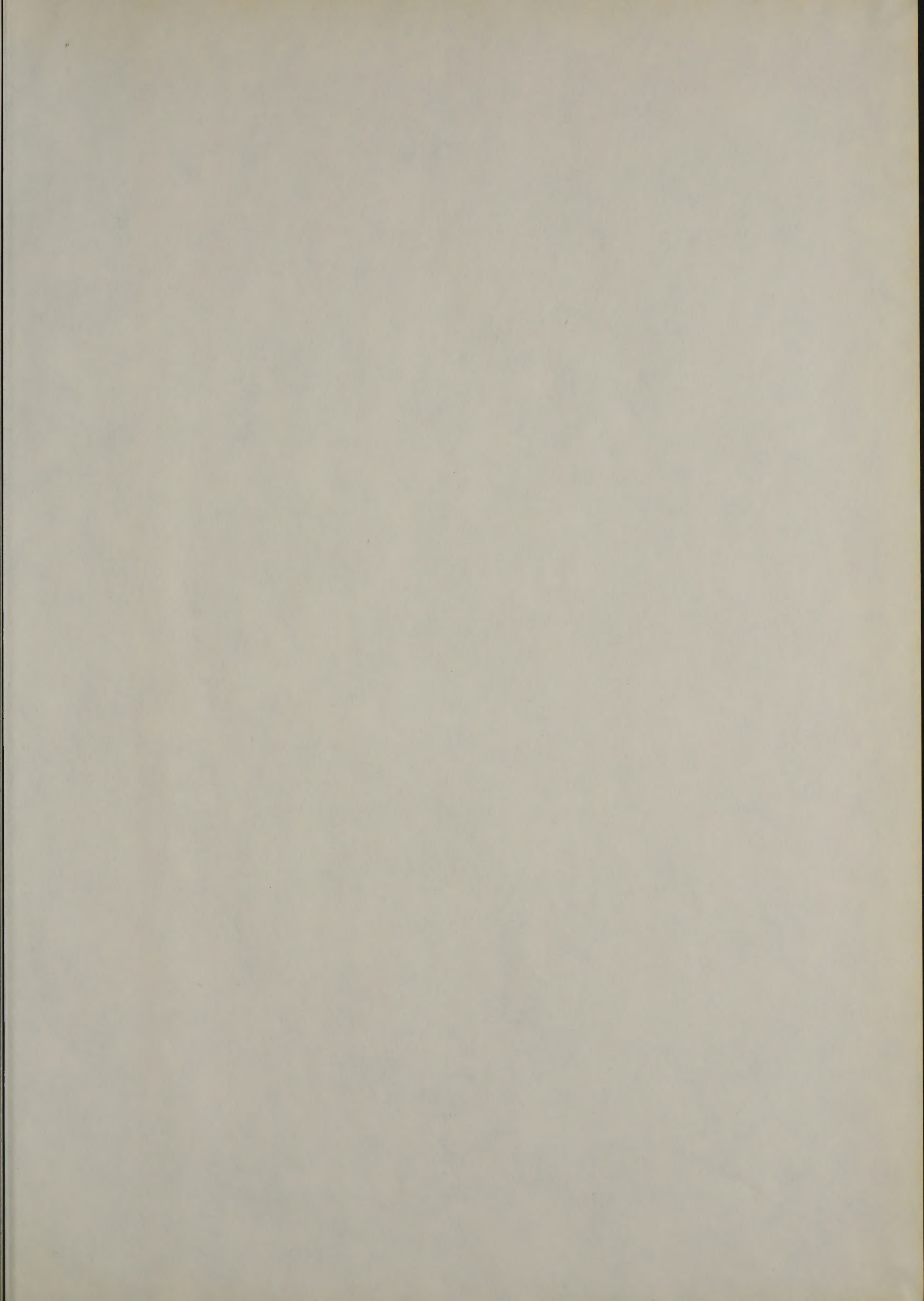
As announced in the GE News on Dec. 2, hourly rates will advance 6 cents and weekly non-exempt-salaried rates by \$2.40 as a result of a cost-of-living adjustment. These higher rates will first be seen in paychecks dated Dec. 30 for nonexempt and Jan. 12 for

hourly employees. New Year's Day holiday pay will include this increase.

Second in six months

This is the second increase in these rates within six months. On June 28 there was a 7% general increase, along with a pay structure modification which raised some rates by varying amounts.







MAR 83
N. MANCHESTER,
INDIANA 46962

